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News Summary

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Whether it's "swab summer" or the regular academic year, the order of the day at the Coast Guard Academy is discipline. Story on Page 6.

A listing of average salaries for faculty members at more than 2,500 U.S. colleges begins on Page 12.

Law schools may set religious criteria for admission under a new accreditation standard approved by the American Bar Association. Story on Page 9.

Federal anti-sex-bias laws apply to colleges that receive no federal aid except through student grants and loans, an appeals court has ruled. Story on Page 19.

Foreign students could not take up permanent residence in this country immediately after graduation under a bill recently passed by the Senate. Story on Page 19.

Young men who do not register for the draft would forfeit federal student aid under a bill awaiting the President's signature. Story on Page 19.

Tenured faculty members should be exempt from proposed legislation that would abolish mandatory retirement, according to a leading economist. Story on Page 23.

New books due out this fall feature scholars' views on nuclear arms and creationism. Story on Page 31.

Polish authorities have released most intellectuals and academics interned after the imposition of martial law. Story on Page 29.

The new president of the American University of Beirut left for Lebanon last week, hopeful that classes would start on schedule in October. Story on Page 29.

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WHERE HAS THE SUMMER GONE?

PHOTOGRAPH FOR THE CHRONICLE BY DRAKE HOKANSON

Members of a residence-hall staff lend a hand as students arrive at the University of Iowa.

Colleges Open with Big Backlog in Aid Offices

Processing is weeks behind at many institutions

By JANET HOOK

"All financial-aid telephone lines are busy," says a recorded message at Purdue University. "We have experienced delays and backlogs due to late federal decisions and changes by the state. We appreciate patience as we work through the backlogs."

The message tells the story of many a student-aid office these days, but patience has worn thin and anxiety is running high on many campuses as officials rush to make final financial arrangements for the fall semester.

In the meantime, students wait. And wait. And call their college financial-aid offices frequently to find out when they will receive their awards.

Registering Without Money

"Students keep asking us, 'When?' and we keep telling them, 'In a couple of weeks,' " says Thomas M. Rutter, director of financial aid at the University of California at San Diego.

With the fall semester already under way at many colleges, campus officials still have not been told how much federal money they will have to spend this year under some student-aid programs. Because the Department of Education was late issuing key rules this year, the processing of applications is running weeks behind schedule at many institutions. As a result, substantial numbers of students will have to register for classes without their grant and loan checks in hand.

Some Students Overreacted

College officials say the delays have compounded the problems and anxieties generated by reductions in federal aid—even though those cutbacks were not as deep as President Reagan wanted.

Indeed, the officials say, some students have overreacted to the wide publicity given to the President's budget proposals,

Continued on Page 22, Column 1

Number of Lower-Income Students Drops 39 Pct. at Private Colleges

By JACK MAGARRELL

WASHINGTON

With costs of higher education rising and federal aid to students declining, private colleges and universities are reporting a major loss of lower-income students.

A survey of students receiving financial aid at private institutions in 1979-80 and 1981-82 showed a drop of 39 per cent in enrollment of students from families with incomes between $6,000 and $24,000.

Julianne Still Thrift, executive director of the National Institute of Independent Colleges and Universities, which made the survey, blamed the decline on "continuing increases in college costs that coincide with decreased dollars available from federal aid programs."

During the years 1979-80 through 1981-82, undergraduate enrollment at the private institutions rose by about 2 per cent, Ms. Thrift says, but the proportion of undergraduates receiving financial aid dropped from 59 per cent to 56 per cent.

The number of students from higher-income families receiving financial aid rose dramatically during the survey period, she says. Among those with family incomes

Continued on Page 18, Column 3

When Athletes Use Drugs: the College's Role

Colleges and universities should improve their drug-education programs for athletes and coaches, the National Collegiate Athletic Association has recommended. The reasons: to help athletes avoid using street drugs and alcohol, and to prevent abuses of drugs and other substances that some think improve athletic performance.

For details, see The Chronicle's new 'Athletics' section, which begins on Page 25.

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Students Required to Buy Computers

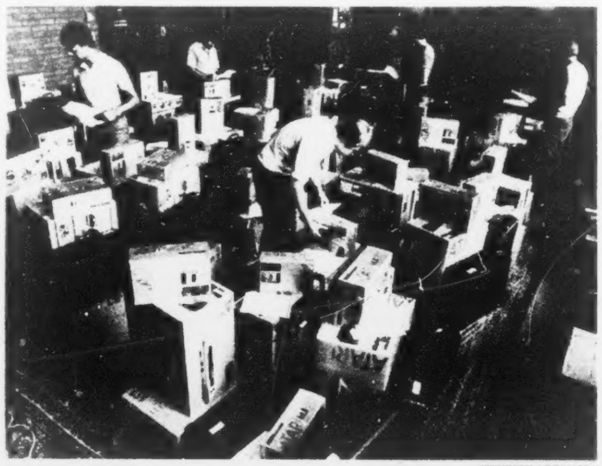
HOBOKEN, N.J.

The Stevens Institute of Technology, which this fall is requiring some of its entering freshmen to purchase microcomputers for use in their science and mathematics courses, will begin distributing the machines to 110 students this week.

The new requirement, aimed at preparing students for computer-oriented professions, applies to about 80 entering freshman who intend to major in science or in systems planning and management. An additional 30 students majoring in engineering are also purchasing computers.

Edward A. Friedman, dean of the college, says the requirement is akin to those at many colleges in "the old days, when every engineering student had to have a slide rule of a certain type."

Students involved in the program—the first of its kind in the country, according to Stevens administrators—will have to pay far more than the price of a slide rule to fulfill the requirement. However, Mr. Friedman says, Stevens intends to provide the students with a discount on the Atari 800 computers, which faculty members say they selected for their versatility and their ability to be upgraded with additional equipment.



STEPHEN GERMANY

Personal computers ready for students are stacked in a room in the Stevens Institute library.

Total Cost: $750

In addition to the computer, each student must own a recorder and video screen, which bring the total cost to about $750. While that is a substantial amount for any student, Mr. Friedman concedes, it represents only about 1.5 per cent of the $50,000 it costs to attend the institute for four years. It falls in the same category as the $100 per semester that students typically pay for textbooks, he says.

The idea for the program came after some Stevens faculty members expressed concern about their students' lack of "computer fluency."

"While all of our students learn how to utilize computers," Mr. Friedman says, "only some make full and appropriate use of them."

Demand for time at the institution's computer center was increasing at the rate of about 30 per cent a year, resulting in longer waits, he says.

Hence faculty members concluded that individual computers would eventually be necessary to satisfy the demand.

Mr. Friedman says Stevens decided to require the students to own their computers, rather than borrow or lease them from the institute, because ownership would make the students "identify with the computer and begin to think of it as a permanent part of their intellectual system."

If the students owned their computers, Mr. Friedman says the administrators reasoned, they would be more inclined to develop libraries of software for themselves. Additional equipment, such as disk drives and printers, will be made available by the institute.

Mr. Friedman says instructors have developed programs that will enable students to use their computers in basic-science and computer courses in their freshman and sophomore years and in laboratory courses in their junior and senior years.

"Our intent is to teach the students a wide variety of computer applications and to increase their understanding of the subject matter of mathematics, physics, chemistry, and management science," says Kenneth C. Rogers, president of Stevens.

"We feel that an increased development of computing skills during the first two years will make it easier for upperclassmen to use our other major computer facilities for more complex problem solving," he says.

When students graduate, Mr. Friedman says, they may either keep their equipment or "sell it, just as one sells a textbook. We expect [computer sales] to be an active market in the future."

When he told parents and students in June about the requirement, he says, he was concerned that some might object to the expense.

"But the reaction has been very positive," he says. "We've had no complaints."

—KIM McDONALD

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came in a suit filed in 1977 by American Future Systems, which charged that its First Amendment right to free speech had been violated when the university said the cookware company could present educational information about its merchandise but could not discuss prices and guarantees.

The university maintained that it had the right to regulate sales presentations to protect students' right to privacy and insure a proper atmosphere in the dormitories.

Long Beach Reinstates Women's-Studies Instructor

California State University at Long Beach has reinstated a part-time instructor who was suspended after members of an evangelical Christian group complained that her course promoted lesbianism.

Betty Brooks was again assigned to teach the course called "Women and Their Bodies" that had sparked the complaints from the Christian group. The university found after an investigation that the course was "appropriately balanced" in subject matter. Ms. Brooks agreed to meet with university administrators for counseling on her teaching methods.

Founder of Bible College Guilty of Forgery

The founder of a Los Angeles Bible college that was closed by the State of California has pleaded guilty to charges that he fraudulently helped students obtain teaching credentials.

The Rev. R. D. Jordan, who operated St. Stephens Educational Bible College, was charged with forgery and grand theft.

Librarian Rejects Job in Stockton State Row

Judith A. Sessions, whose appointment as director of library services at Stockton State College was approved last month after a lengthy controversy, has accepted a position at another institution.

In a letter to Peter M. Mitchell, Stockton State's president, Ms. Sessions said that because of the "uncertainty" and the "cloud of controversy" that had surrounded her appointment since April, she had found other employment.

She charged the board of trustees, which deferred her appointment while it examined the college's search procedure, with causing "damage to professional reputations and careers."

The board reviewed the search procedure after charges that the committee's choice of Ms. Sessions, who is white, had been racially biased. The second choice for the position was a black man.

Five academic officials at the college resigned last month in protest over the board's action.

Correction

Because of a computer error, incorrect data were reported for one item in a survey of campus problems and policies involving alcoholic beverages (*The Chronicle*, July 21). The correct percentages of institutions reporting increases in the alcohol-related problem of loss of memory are:

All institutions	19.9%
Private universities	14.0%
Private liberal-arts colleges	23.1%
Church-related institutions	16.1%
Public 4-year institutions	33.3%
Public 2-year colleges	9.7%
Northeast	
Private	17.9%
Public	33.3%
South-Southeast	
Private	6.7%
Public	26.7%
Midwest	
Private	25.6%
Public	16.7%
West-Southwest	
Private	12.5%
Public	20.0%

Notes from Brunswick, Me.

BRUNSWICK, ME.

In late summer, Maine is suffused with the colors of northern wildflowers—pale yellow, robin's-egg blue, indigo, mauve, and a dozen others. Wildflowers line the dusty shoulders of rural roads, sprout among ferns in the green woods, and gather to sway with the reeds around springs and ponds and slow streams. They are modest flowers, with small petals and brief lives, well matched to a frugal countryside and an unpretentious populace.

The lack of pretense is refreshing. Maine is a state of two-lane highways and single-track grade crossings, of cornfields and berry patches, of ruined milldams and rusting iron bridges, of weathered farmhouses linked to listing barns by connecting kitchens and woodsheds and passageways. Its people, who seem as hardy and weathered as their surroundings, are practical and straightforward.

That is not to say that they are unconcerned with the aesthetic. The sixth Maine Arts Festival, conceived to celebrate artistic manifestations of the local temperament, recently brought dancers, musicians, actors, artists, clowns, and potters—not to mention crowds of spectators—to a broad quadrangle on the campus of Bowdoin College here.

Many of Maine's most talented citizens, one Bowdoin official explained, are unassuming folks, and need to be coaxed out with the promise of a festival if they are to perform for their neighbors at all. Bowdoin, however, did little more than lend the festival its campus; the coaxing—and a thousand other chores—was handled by the Maine Arts Festival's organizing committee.

So there appeared on the quadrangle quilters, and makers of ceramic mobiles, and some men who were raising a small barn. There were puppeteers presenting *Punch and Judy*, vendors offering lobster and steamers, and musicians performing Bach and Sousa. There were folk dances by Russian émigrés, strolling clowns, and a man from the town of Rangeley who carved four-foot bears and Indians out of logs with a chainsaw.

For those seeking more refined design, Bowdoin provided the splendid Walker Art Building, designed in the Beaux-Arts 1890's by Charles McKim of McKim, Mead & White.

The building houses Bowdoin's art museum, best known for its early American portraits and for its collection of classical pottery. Most of the portraits, including several by Robert Feke and Gilbert Stuart, are of members of the Bowdoin family. Among them is James Bowdoin, II, the governor of Massachusetts whom the college's name honors; when Bowdoin was chartered in 1794, what later became Maine was still a territory of Massachusetts.

Arctic Artifacts

Across the quadrangle are more exotic collections. In Hubbard Hall, once the college's library, is the Peary-MacMillan Arctic Museum, which preserves artifacts from expeditions by two Bowdoin alumni—Adm. Robert E. Peary, the first man to reach the North Pole (on April 6, 1909), and Donald B. MacMillan, who accompanied Peary on the 1909 trip and later led several arctic expeditions of his own. The museum's collection includes snowshoes, stuffed walruses, one of Admiral Peary's sledges, and a model of the schooner Mr. MacMillan designed for his expeditions. He named her the *Bowdoin*.

And upstairs, off a dingy corridor, is a room so well hidden that many people at the college don't even know it exists. It is the library from the New York townhouse of Susan Dwight Bliss, whose father brought its ceiling from a sixteenth-century Neopolitan *palazzo* and its hand-bound books from all over. It is less a library—one dares not sit on its 400-year-old chairs—than a museum of book-binding styles, from the Renaissance's classical motifs to designs from England's nineteenth-century arts-and-crafts movement.

Bowdoin College, however, is proudly American. Its most honored alumni are Nathaniel Hawthorne and Henry Wadsworth Longfellow, who were both graduated in 1825. And its latest exercise in democracy has been to require its fraternities, which provide much of the campus's social life, to allow female students the same access males have and an equal voice in chapter decisions.

Bowdoin is, if anything, even more proud of its Maine setting—and of the taste for the unpretentious that the rigors of life here in the North tend to awaken in students and faculty members alike. For years, this campus was the first in the Western Hemisphere on which the morning sun shone: Its seal remains a stylized, smiling sunburst.

—LAWRENCE BIEMILLER

SCOTT PERRY

Members of Fiddler's Reach Dancers perform at the Maine Arts Festival at Bowdoin College.

Average Salaries for Faculty Members at Over

WASHINGTON

The following table shows average faculty salaries, in thousands of dollars, as reported for the 1981-82 academic year by more than 2,500 colleges and universities.

The figures were compiled for the American Association of University Professors by Maryse Eymonerie Associates, McLean, Va., from data collected by the National Center for Education Statistics.

A table showing national salary averages from the A.A.U.P. survey by rank, sex, type of institution, and union status appeared in the July 7 issue of *The Chronicle*.

The figures listed below for individual institutions show average salaries, not including fringe benefits, for full-time faculty members, adjusted to a nine-month basis.

The Roman numerals, I, IIA, IIB, III, and IV refer to categories in the A.A.U.P. rating scale at right.

The ratings are based on national percentile rankings. Institutions in category IV do not have academic ranks; their average salaries are shown in the column headed "Inst" (instructors).

Institutions marked with an asterisk are church-related colleges that have reported salaries for lay faculty members only. A blank space indicates that an institution has no faculty members at that rank; a dash indicates that the statistical sample is too small to be significant.

The table omits footnotes qualifying the figures reported by some institutions.

The complete report is available from the A.A.U.P., One Dupont Circle, Washington 20036, at $20 for nonmembers.

ALABAMA

	Prof	Assoc prof	Asst prof	Inst
Ala A&M U, IIA	24.0	21.5	18.2	14.2
Ala Christian C, III	21.7	—	16.2	14.7
Ala St U, IIA	25.3	22.8	19.3	16.5
Alexander City St JC, IV				19.6
Auburn U, I	32.7	25.9	21.6	15.3
Montgomery, IIA	28.5	24.0	18.8	15.9
Birmingham-Southern C, IIB	24.1	19.4	17.4	—
Booker T Washington Business C, IV				12.6
Brewer St JC, IV				20.4
Chattahoochee Valley CC, IV				19.2
Enterprise St JC, IV				20.3
Gadsden St JC, IV				19.7
George C Wallace St CC				
Dothan, IV				19.1
Selma, IV				19.2
Huntingdon C, IIB	18.4	17.1	15.7	13.2
Jacksonville St U, IIA	27.0	25.9	21.4	18.6
Jefferson Davis St JC, IV				18.8
Jefferson St JC, IV				20.5
John C Calhoun St CC, IV				20.0
Judson C, IIB	18.2	—	14.9	—
Lawson St CC, III				19.9
Livingston U, IIA	22.2	17.6	15.3	12.6
Lurleen Wallace St JC, IV				19.0
Marion Military Inst, IV				14.5
Miles C, IIB	—	12.2	12.8	10.8
NE Ala St JC, IV				19.5
NW Ala St JC, IV				19.3
Patrick Henry St JC, IV				19.8
S D Bishop St JC, IV				18.6
Selma U, IIB	—	—	7.4	—
Snead St JC, IV				20.3
S Union St JC, IV				19.1
Spring Hill C*, IIB	24.6	19.7	17.4	—
Stillman C, IIB	—	13.6	14.6	—
Talladega C, IIB	21.7	16.8	15.5	14.0
Troy St U, IIA	25.8	20.2	18.9	14.7
Dothan-Ft Rucker, IIA		—	20.0	
Montgomery, IIA	—	18.7	17.1	
Tuskegee Inst, IIA	27.1	21.6	18.4	14.9
U of Alabama, I	32.7	24.6	20.2	15.4
Birmingham, I	35.8	26.5	20.3	15.9
Huntsville, IIA	29.6	23.9	18.6	15.6
U of Montevallo, IIA	25.1	21.7	18.8	13.3
U of N Alabama, IIA	29.7	24.1	20.4	16.8
U of S Alabama, IIA	28.3	22.7	19.3	17.5
Walker C, IV				17.3
Wallace St CC, IV				18.8

ARIZONA

	Prof	Assoc prof	Asst prof	Inst
American Graduate Sch of International Management, IIA	27.3	23.2	20.4	—
Arizona St U, I	37.3	28.9	22.9	17.9
Arizona W C, IV				22.5
Central Arizona C, IV				23.4
Cochise C, IV				20.2
C of Ganado, III		—	—	13.6
E Arizona C, IV				21.9
Glendale CC, IV				30.2
Grand Canyon C, IIB	23.1	21.4	—	
Mesa CC, IV				29.9
Mohave CC, IV				20.4
N Arizona U, I	35.9	29.1	23.0	18.0
Northland Pioneer C, IV				20.1
Phoenix C, IV				30.5
Pima CC, IV				22.3
Scottsdale CC, IV				28.2
U of Arizona, I	33.6	28.6	23.3	17.4
Yavapai C, IV				22.9

ARKANSAS

	Prof	Assoc prof	Asst prof	Inst
Arkansas St U, IIA	27.7	24.2	19.7	15.7
Beebe, III		—	18.7	
Arkansas Tech U, IIB	23.8	21.2	19.2	16.7
Central Baptist C, IIB	15.1	—		—
C of the Ozarks, IIB	17.3	16.3	14.4	13.4

ARKANSAS—Continued

	Prof	Assoc prof	Asst prof	Inst
Crowley's Ridge C, IV				8.8
E Arkansas CC, IV				16.5
Garland County CC, IV				16.1
Harding U, IIA	23.0	19.4	17.3	14.5
Henderson St U, IIA	24.7	20.4	17.3	15.2
Hendrix C, IIB	26.0	21.7	17.8	—
John Brown U, IIB	25.6	20.8	19.5	15.9
Miss County CC, IV				15.5
N Arkansas CC, IV				19.0
Ouachita Baptist U, IIA	25.7	21.0	18.2	15.5
S Arkansas U, IIA	24.0	21.2	18.8	14.8
El Dorado, IV				15.7
Tech, IV				16.2
S Baptist C, IV				14.3
U of Arkansas, I	31.9	24.9	20.8	16.1
Little Rock, IIA	31.8	24.7	20.7	13.6
Monticello, IIB	23.5	20.2	17.4	14.5
Pine Bluff, IIB	22.9	20.9	18.2	14.7
U of Central Arkansas, IIA	26.0	22.1	18.9	16.0
Westark CC, IV				18.1

CALIFORNIA

	Prof	Assoc prof	Asst prof	Inst
Allan Hancock C, IV				27.1
American Baptist Sem of the West, IIA	23.0			
Antelope Valley C, IV				26.7
Art Center C of Design, IV				19.2
Azusa Pacific C, IIA	22.5	19.0	16.0	14.1
Bakersfield C, III	31.3	26.2	23.0	—
Barstow C, IV				[illegible]
Bethany Bible C, IIB	—	20.5	[illegible]	
Biola U, IIA	26.8	22.2	[illegible]	15.3
Brooks C, IV				13.8
Cabrillo C, IV				29.3
Cal Baptist C, IIB	21.6	17.0	—	—
Cal C of Arts & Crafts, IIA	21.7	15.8		
Cal C of Podiatric Medicine, IIA	31.0	—	—	
Cal Inst of Art, IV				23.1
Cal Inst of Tech, I	45.7	33.3	27.0	17.2
Cal Lutheran C, IIA	27.5	22.8	19.6	16.6
Cal Maritime Acad, IIB	—	27.1	23.1	
California St U and C				
Bakersfield, IIA	35.1	27.5	21.9	
Chico, IIA	35.2	27.0	22.0	18.9
Dominguez Hills, IIA	34.8	27.1	22.1	—
Fresno, IIA	35.5	27.1	22.2	20.1
Fullerton, IIA	35.0	27.3	21.9	19.4
Hayward, IIA	35.2	28.0	22.0	—
Humboldt St U, IIA	35.2	27.3	22.1	20.3
Long Beach, IIA	35.6	27.9	21.9	19.6
Los Angeles, IIA	35.4	27.4	22.7	—
Northridge, IIA	35.2	27.1	22.4	19.5
Sacramento, IIA	35.4	27.3	22.1	18.7
San Bernardino, IIA	35.1	27.2	22.1	—
San Diego St U, IIA	35.8	27.4	22.5	20.3
San Fran St U, IIA	35.6	26.7	22.1	19.5
San Jose St U, IIA	35.6	27.3	22.3	20.2
Sonoma St U, IIA	35.5	27.8	21.8	—
Stanislaus, IIA	35.4	27.4	21.9	19.0
Cal Poly St U				
Pomona, IIA	35.0	26.6	22.0	—
San Luis Obispo, IIA	34.8	27.2	22.2	19.8
California W Sch of Law, IIA	42.1	35.4	29.1	
Cerritos C, IV				32.5
Cerro Coso CC, IV				27.8
Chabot C, IV				31.9
Chaffey C, III	31.5	28.0	23.2	
Chapman C, IIA	30.9	24.5	19.8	
Christian Heritage C, IIB		16.1		
Church Divinity Sch of the Pacific, IIA	24.6	—	—	
Citrus C, IV				31.1
Claremont Graduate Sch, I	40.9	29.0	23.2	
Claremont McKenna C, IIB	33.7	25.7	20.8	
Coastline CC, IV				26.6
Coleman C, IIB				14.1
C of Alameda, IV				27.2
C of the Desert, III	35.7	32.8	28.4	—
C of Marin, IV				29.1
C of Notre Dame, IIA	24.3	19.4	16.8	14.8

CALIFORNIA—Continued

	Prof	Assoc prof	Asst prof	Inst
C of Osteopathic Medicine of the Pacific, IIA	—	—	22.9	
C of the Redwoods, IV				27.4
C of the Sequoias, IV				31.8
Compton CC, III	24.5	35.8	26.0	13.6
Contra Costa C, IV				33.4
Crafton Hills C, III				29.5
Cuesta C, IV				31.2
Cypress C, IV				31.9
De Anza C, IV				30.8
Diablo Valley C, IV				34.2
Dominican C of San Rafael, IIA	—	14.5	16.0	13.5
E Los Angeles C, IV				33.8
El Camino C, IV				31.4
Foothill C, IV				30.9
Fresno Pacific C, IV				20.0
Fuller Theol Sem, IIA	25.5	20.2	19.4	
Fullerton C, IV				33.7
Gavilan C, IV				26.3
Glendale CC, IV				27.9
Golden Gate U, IIA	43.5	36.5	26.5	
Hartnell C, IV				32.6
Harvey Mudd C, IIB	36.9	27.3	19.7	—
Holy Names C, IIA	—	17.3	16.6	—
Imperial Valley C, IV				27.5
Indian Valley C, IV				27.6
Kings River CC, IV				26.1
Lake Tahoe CC, IV				28.6
Life Bible C, IV				13.3
Loma Linda U, I	21.0	20.3	18.4	16.9
LA Baptist C, IIB	—	18.0	—	
LA City C, IV				33.4
LA C of Chiro, IIA	—	—	16.5	14.5
LA Harbor C, IV				34.3
LA Mission C, IV				32.5
LA Pierce C, IV				34.1
LA Southwest C, IV				33.0
LA Trade-Tech C, IV				32.9
LA Valley C, IV				34.5
Los Medanos C, IV				26.5
Loyola Marymount U, IIA	36.6	26.6	21.3	18.3
Mendocino C, IV				27.9
Menlo C, IV				22.2
Merritt C, IV				28.4
Mills C, IIA	32.1	24.0	20.1	16.6
Mira Costa C, IV				31.0
Monterey Inst of International Studies, IIA	26.4	20.3	17.1	15.1
Monterey Peninsula C, IV				29.7
Mt St Mary's C, IIA	24.9	19.6	18.5	14.9
Napa C, IV				23.3
National U, IIA	24.5	20.2	—	
Naval Postgraduate Sch, I	40.9	33.7	27.1	
Occidental C, IIA	33.6	25.5	19.6	—
Ohlone C, III	32.7	30.2	27.3	25.3
Orange Coast C, IV				34.6
Otis Art Inst of Parsons Sch of Design, IIA				25.8
Pacific Christian C, IIB	12.6	—		
Pacific Oaks C, IV				15.7
Pacific Union C, IIA	22.1	21.0	19.6	18.2
Palo Verde C, IV				26.0
Palomar C, IV				32.0
Pasadena C of Chiropractic, IIA				10.8
Pepperdine U, IIA	[illegible]	[illegible]	22.1	
Pitzer C, IIB	[illegible]	22.1	20.4	
Point Loma C, IIA	24.0	21.2	17.3	14.8
Po[illegible]	35.2	26.5	20.8	19.0
Porterville C, III	31.7	26.8	22.1	
Rio Hondo C, III	35.2	33.3	31.0	27.0
Riverside City C, III		30.5	26.2	22.0
St Mary's C of California*, IIA	34.0	25.1	21.5	
San Bernardino Valley C, IV				30.9
San Francisco Art Inst, IV				18.1
San Francisco CC, IV				28.0
San Francisco Conservatory of Music, IV				18.4
Santa Ana C, IV				31.4
Santa Barbara City C, IV				29.6
Santa Rosa JC, IV				31.4
Sch of Theol at Claremont, IIA	20.7			
Scripps C, IIB	34.1	25.5	20.3	
Shasta C, IV				32.4
Sierra C, IV				28.9
Simpson C, IIB	18.4		—	
Solano CC, IV				27.5
S California C, IIB	27.5	23.8	22.4	
S California C of Optometry, IIA	—	—	23.7	—
Southwestern U Sch of Law, IIA	37.7	28.5		20.1
Stanford U, I	46.0	32.5	25.1	31.2
U of California				
Berkeley, I	42.8	28.0	23.2	—
Davis, I	39.3	27.0	22.8	
Hastings C Law, IIA	42.1	—		
Irvine, I	40.0	27.3	22.5	
Los Angeles, I	41.8	28.0	23.2	
Riverside, I	39.2	27.0	[illegible]	
San Diego, I	40.7	27.4	22.4	
San Francisco, I	43.0	33.1	27.7	—
Santa Barbara, I	39.7	27.6	22.3	
Santa Cruz, I	38.9	27.1	22.1	
U of La Verne, IIA	27.5	20.7	16.2	
U of the Pacific, IIA	31.4	25.2	21.2	20.2
U of Redlands, IIA	25.7	21.6	18.4	
U of San Diego*, IIA	34.9	24.1	20.1	
U of San Francisco, IIA	38.1	28.1	23.9	18.5
U of Santa Clara*, IIA	42.2	31.1	23.2	
U of S California, I	41.6	29.1	23.8	20.1
Victor Valley C, IV				26.6
West Hills C, IV				29.8
West LA C, IV				33.1
Westmont C, IIB	26.0	21.7	18.9	
Whittier C, IIA	31.9	25.6	18.3	18.0
Woodbury U, IV				24.3

AAUP Rating Scale

Category I: University Level

	1 +	1	2	3	4
Professor	$42,940	$38,940	$36,640	$34,020	$31,840
Associate professor	30,280	28,150	27,140	25,910	24,880
Assistant professor	24,680	22,920	21,930	21,110	20,310
Instructor	21,190	18,880	17,510	16,750	15,790

NOTE: Institutions in Category I offer the doctorate and in the most recent three years conferred an annual average of 15 or more earned doctorates in at least three nonrelated disciplines.

Category IIA: College Level

	1 +	1	2	3	4
Professor	$36,210	$32,790	$30,160	$27,590	$24,290
Associate professor	28,470	26,450	24,860	23,070	20,830
Assistant professor	23,390	21,800	20,410	19,240	17,690
Instructor	20,220	18,100	16,800	15,900	14,820

NOTE: Institutions in Category IIA award degrees above the bachelor's degree but do not qualify for Category I.

Category IIB: Bachelor's-Degree Level

	1 +	1	2	3	4
Professor	$33,520	$28,510	$25,660	$23,120	$20,410
Associate professor	25,960	23,300	21,190	19,590	17,570
Assistant professor	21,330	19,490	17,830	16,640	15,430
Instructor	18,430	16,700	15,380	14,270	13,070

NOTE: Institutions in Category IIB award only the bachelor's degree or its equivalent.

Category III: Two-Year-College Level

	1 +	1	2	3	4
Professor	$32,420	$29,940	$26,360	$24,400	$22,330
Associate professor	28,310	25,080	22,950	21,610	19,770
Assistant professor	23,780	21,050	19,720	18,650	16,900
Instructor	20,320	17,810	16,480	15,500	14,150

Category IV: Institutions Without Ranks

1 +	1	2	3	4
$29,750	$23,790	$20,280	$17,790	$15,320

Scales are based on actual distributions of average salary by number of institutions in 1980-81. Percentile rankings are as follows: 1 + = 95th percentile; 1 = 80th percentile; 2 = 60th percentile; 3 = 40th percentile; 4 = 20th percentile.

COLORADO

	Prof	Assoc prof	Asst prof	Inst
Adams St C, IIA	28.3	24.0	21.6	
Aims CC, IV				19.9
Arapahoe CC, IV				20.0
Colorado C, IIB	35.3	25.2	20.1	16.6
Colo Mountain C, III	24.4	19.2	16.8	17.5
Colo Sch of Mines, I	36.1	27.2	21.5	—
Colorado St U, I	33.4	26.4	22.2	18.6
Colorado Tech C, IV				12.1
CC of Denver				
Auraria, IV				19.5
North campus, IV				20.4
Red Rocks, IV				19.6
Conservative Baptist Theol Sem, IIA	19.3	—		
Ft Lewis C, IIB	28.3	23.1	19.6	—
Lamar CC, IV				16.2
Loretto Heights C, IIB	25.0	19.6	15.7	12.6
Mesa C, IIB	26.1	22.7	19.0	17.7
Metropolitan St C, IIB	29.0	24.3	20.9	17.3
Morgan CC, IV				19.1
Nazarene Bible C, III	16.9		—	
Otero JC, IV				19.8
Pueblo Voc CC, IV				20.3
Regis C, IIB	25.7	21.3	17.0	—
Trinidad St JC, IV				19.2
U of Colorado				
Boulder, I	32.5	25.4	21.4	21.3
Colo Springs, IIA	30.8	24.4	20.8	—
Denver, I	30.0	22.9	20.0	16.4
Health Science Center, I	33.7	29.4	22.2	18.8
U of N Colorado, I	28.6	22.0	18.0	16.2
U of S Colorado, IIA	27.9	24.6	19.9	15.6
W Bible C, IV				17.1
Western St C, IIA	28.7	22.7	19.0	14.7

CONNECTICUT

	Prof	Assoc prof	Asst prof	Inst
Albertus Magnus C, IIB	22.3	19.9	17.1	—
Asnuntuck CC, IV				19.8
Central Conn St C, IIA	32.3	25.7	21.8	18.5
Connecticut C, IIA	29.7	23.2	18.7	—
E Conn St C, IIA	32.0	25.1	20.8	—
Fairfield U, IIA	30.5	25.7	21.7	—
Greater Hartford CC, III	26.7	23.4	20.4	14.3
Greater New Haven Tech C, III		—	20.1	18.9
Hartford Graduate Center, IIA	26.7	—	—	
Hartford Sem, IIA	22.3			
Hartford St Tech C, III	29.2	24.9	21.7	

CONNECTICUT—Continued

	Prof	Assoc prof	Asst prof	Inst
Housatonic Regional CC, III	26.0	22.7	21.5	—
Manchester CC, III	25.9	22.9	20.1	16.0
Mattatuck CC, III	24.8	22.7	20.2	16.0
Middlesex CC, III	26.7	23.7	20.9	—
Mitchell C, IV				17.5
Norwalk CC, III	25.9	23.5	20.4	—
Norwalk St Tech C, III	28.2	26.2	21.9	—
Post C, IIB	—	21.9	16.5	—
Quinnipiac C, IIA	28.0	25.3	20.7	17.4
Sacred Heart U, IIB	26.6	22.3	17.2	—
St Joseph C, IIB	24.4	20.9	18.4	16.1
S Central CC, III	25.2	21.7	19.3	15.8
Thames Valley St Tech C, III	29.6	25.1	21.1	—
Trinity C, IIA	35.8	25.7	20.5	—
Tunxis CC, III	—	21.1	19.1	—
U of Bridgeport, IIA	33.1	25.2	20.5	17.3
U of Connecticut, I	38.2	27.3	21.8	19.4
U of Hartford, IIA	31.3	24.9	20.5	17.1
U of New Haven, IIA	29.3	25.6	21.7	
Waterbury St Tech C, III	29.4	25.5	22.0	
Wesleyan U, IIA	37.6	26.1	20.7	17.1
Western Conn St C, IIA	29.6	24.0	20.5	16.5
Yale U, I	44.8	27.2	21.3	17.3

DELAWARE

	Prof	Assoc prof	Asst prof	Inst
Brandywine C of Widener U, III		20.8	17.5	—
Delaware St C, IIB	32.0	24.7	21.5	18.4
Del Tech & CC				
Southern campus, IV				23.1
Stanton-Wilmington, IV				22.7
Terry, IV				21.5
Goldey Beacom C, III	23.5	—	16.8	—
U of Delaware, I	38.4	27.0	20.9	17.8
Wesley C, IIB	21.2	19.8	16.6	13.2
Wilmington C, IIA	20.7			

DISTRICT OF COLUMBIA

	Prof	Assoc prof	Asst prof	Inst
American U, I	35.1	26.7	22.2	19.9
Catholic U of America, I	31.2	24.0	19.8	15.0
Gallaudet C, IIA	35.5	28.5	22.7	17.9
Georgetown U, I	40.1	29.6	23.1	[illegible]
George Washington U, I	37.4	27.4	21.6	14.7
Howard U, I	35.5	27.2	22.4	18.8
Mt Vernon C, IIB	29.6	—	18.8	—
Strayer C, IIB	—	17.6	16.3	14.4

2,500 U.S. Colleges and Universities, 1981-82

DISTRICT OF COLUMBIA—Cont.

	Prof	Assoc prof	Asst prof	Inst
Trinity C., IIA	22.0	16.8	13.6	12.0
U of District of Columbia, IIA	34.2	27.3	22.5	19.4
Wesley Theol Sem, IIA	28.0			

FLORIDA

	Prof	Assoc prof	Asst prof	Inst
Barry C., IIA	25.2	21.4	16.9	—
Bethune-Cookman C., IIB	21.1	18.9	17.5	14.5
Brevard CC, IV				20.1
Broward CC, IV				18.9
Central Fla CC, IV				18.6
Chipola JC, IV				17.4
Daytona Beach CC, IV				18.1
Eckerd C., IIB	25.7	22.4	18.5	
Edison CC, IV				16.2
Edward Waters C., IIB		14.2	12.6	—
Embry-Riddle Aeronautical U, IIA	28.3	21.8	17.2	14.3
Florida A&M U, IIA	29.4	23.7	19.7	13.7
Florida Atlantic U, IIA	32.0	24.4	19.0	17.3
Florida C., IV				15.7
Florida Inst of Tech, I	26.6	22.3	18.0	13.6
Florida International U, IIA	32.0	24.8	20.1	16.9
Florida JC, IV				21.1
Florida Keys CC, IV				18.1
Florida St U, I	34.4	24.5	20.3	17.3
Gulf Coast CC, III	—	21.0	19.5	18.5
Hillsborough CC, IV				16.7
Indian River CC, III	24.6	22.6	18.9	14.6
Jacksonville U, IIA	21.3	18.1	14.3	—
Lake City CC, IV				20.2
Lake-Sumter CC, IV				19.5
Manatee JC, III	21.5	18.8	18.3	16.1
Miami-Dade CC, III	25.8	21.8	17.2	14.6
North Florida JC, IV				17.7
Nova U, I	36.4	29.7	24.1	
Okaloosa-Walton JC, IV				20.8
Palm Beach JC, III	20.4	19.6	19.5	17.2
Pasco-Hernando CC, IV				15.3
Pensacola JC, III	25.8	21.6	19.3	15.4
Polk CC, IV				20.5
Ringling Sch of Art & Design, IV				18.0
Rollins C., IIA	32.3	24.9	19.0	—
St Johns River CC, IV				15.9
St Leo C*, IIB	20.4	16.4	14.1	
St Petersburg JC, IV				19.6
Santa Fe CC, IV				19.7
Seminole CC, IV				20.3
S Florida JC, IV				19.8
SE C of Assemblies of God, IIB	19.8	18.5	17.0	
Stetson U, IIA	27.4	20.8	18.8	12.9
Tallahassee CC, IV				21.0
U of Central Fla, IIA	32.5	25.2	20.6	16.0
U of Florida, I	35.0	25.8	22.7	18.0
U of Miami, I	34.6	25.7	21.0	16.5
U of N Florida, IIA	30.3	25.2	20.3	
U of S Florida, I	32.6	25.0	20.3	17.5
U of Tampa, IIA	25.3	19.8	16.6	—
U of W Florida, IIA	30.5	25.0	20.3	17.0
Valencia CC, IV				21.7
Warner S C., IIB	17.8	—	13.8	12.3

GEORGIA

	Prof	Assoc prof	Asst prof	Inst
Agnes Scott C., IIB	27.4	21.9	18.2	14.9
Albany JC, IIB	—	22.7	19.6	16.4
Albany St C., IIB	29.1	25.3	20.6	17.0
Atlanta C of Art, IV				14.3
Augusta C., IIA	32.6	24.8	20.2	16.9
Bainbridge JC, III		22.7	20.1	15.8
Berry C., IIA	27.9	22.8	19.2	17.3
Brewton-Parker C., IV				12.0
Clark C., IIB	23.1	18.7	16.1	13.0
Columbus C., IIA	28.0	23.7	20.1	16.8
Covenant C., IIB	23.0	20.0	17.0	
Emanuel County JC, III	—	—	20.3	—
Emory U, I	37.0	26.6	21.2	16.1
Georgia C., IIA	29.0	23.2	19.0	17.3
Georgia Inst of Tech, I	35.3	26.8	21.2	—
Georgia S C., IIA	29.7	24.5	19.7	15.1
Georgia SW C., IIA	29.3	24.3	20.4	16.7
Georgia St U, I	38.4	28.3	23.2	18.0
Interdenominational Theol Center, IIA	—	20.6	—	13.8
Kennesaw C., III	32.0	25.9	23.0	18.8
La Grange C., IIA	23.0	19.3	16.9	
Macon JC, III	—	23.3	19.7	14.4
Mercer U, IIA	28.9	22.9	18.9	16.4
Atlanta, IIB	20.3	17.9	16.9	15.1
Mercer U Southern Sch of Pharmacy, IIA	—	—	18.3	—
Middle Georgia C., III	23.4	21.5	19.2	16.9
Morris Brown C., IIB	19.1	16.2	13.2	11.5
N Georgia C., IIB	28.8	23.6	20.5	17.3
Oglethorpe U, IIA	29.0	22.0	19.0	
Paine C., IIB	—	15.2	13.2	14.3
Phillips C., IV				8.2
Piedmont C., IIB	12.4	11.0	—	
Reinhardt C., III		15.0	—	
Savannah St C., IIA	29.0	24.0	20.2	—
Shorter C., IIB	21.4	17.3	15.2	
S Georgia C., III		23.2	20.8	17.5
Southern Tech Inst, IIB	28.9	23.5	21.7	
Spelman C., IIB	26.9	18.4	14.3	10.6
Tift C., IIB	20.5	15.2	13.9	
Toccoa Falls C., IV				14.4
Truett McConnell C., IV				14.5
U of Georgia, I	39.0	28.5	22.5	16.7
Valdosta St C., IIA	28.5	23.8	20.6	17.2
Waycross JC, IV			20.5	—
Wesleyan C., IIB	20.1	17.0	16.2	—
W Georgia C., IIA	29.5	23.1	20.1	15.8
Young Harris C., IV				16.8

HAWAII

	Prof	Assoc prof	Asst prof	Inst
Chaminade U, IIB	21.8	18.8	16.5	13.3
Hawaii Loa C., IIB	—	18.9	16.8	—
U of Hawaii,				
Hilo, IIB	32.6	24.9	20.1	
Manoa, I	35.1	26.1	21.2	17.1
Honolulu CC, IV				23.1
Kapiolani CC, IV				25.1
Kauai CC, IV				23.1
Leeward CC, IV				23.6
Maui CC, IV				22.9
West Oahu C., IIB		21.3	—	
Windward CC, IV				21.3

IDAHO

	Prof	Assoc prof	Asst prof	Inst
Boise St U, IIA	26.5	22.4	18.7	16.3
C of Idaho, IIA	20.2	17.3	15.5	
C of S Idaho, III	23.3	20.5	18.3	17.2
Idaho St U, I	28.1	23.0	18.9	17.7
Lewis-Clark St C., IIB	24.6	21.5	18.6	—
North Idaho C., IV				20.3
NW Nazarene C., III	22.6	19.2	17.7	13.9
U of Idaho, I	29.9	23.8	19.8	

ILLINOIS

	Prof	Assoc prof	Asst prof	Inst
American Conservatory of Music, IIA	23.2	—	—	
Augustana C., IIB	30.9	25.3	19.9	16.4
Aurora C., IIB	25.4	20.9	18.6	—
Barat C., IIB	20.2	—	15.7	12.5
Belleville Area C., IV				27.2
Bethany Theol Sem, IIA	24.9			
Black Hawk C				
East campus, III		23.0	19.8	16.1
Quad-Cities, III	28.8	24.8	20.6	16.6
Blackburn C., IV				18.4
Bradley U, IIA	30.8	25.3	20.9	15.6
Carl Sandburg C., IV				20.0
Catholic Theol Union, IIA	29.0	—	—	
Chicago St U, IIA	27.1	22.8	18.7	15.9
City C's of Chicago				
City-Wide C., III	29.9	25.1	22.5	19.1
Kennedy-King C., III	31.7	29.1	26.0	21.9
Loop C., III	31.9	29.0	26.6	21.2
Malcolm X C., III	—	26.0	25.3	21.5
Olive-Harvey C., III	30.9	28.7	26.1	21.4
Richard Daley C., III	31.0	28.6	26.8	19.1
Truman C., III	31.6	28.9	24.9	17.0
Wright C., III	32.7	29.6	26.9	17.8
C of DuPage, IV				27.6
C of Lake County, IV				25.4
C of St Francis, IIB	—	22.4	19.5	17.2
Columbia C., IV				24.2
Concordia C., IIA	22.5	20.8	17.3	
Danville Area CC, IV				21.6
DePaul U, IIA	39.4	28.0	22.6	18.0
Dr William Scholl C of Podiatric Medicine, IIA	—	28.7	19.5	
E Illinois U, IIA	28.1	22.3	19.2	15.6
Elgin CC, IV				23.3
Elmhurst C., IIB	29.2	23.9	18.8	16.9
Eureka C., IIB	21.0	16.6	14.6	
Garrett-Evangelical Theol Sem, IIA	32.6	—	—	
George Williams C., IIA	26.2	19.6	17.9	
Governors St U, IV				23.4
Highland CC, IV				21.7
Ill Benedictine C., IIB	25.2	19.7	17.7	—
Ill Central C., III	29.8	26.0	22.1	17.9
Illinois C., IIB	25.4	22.4	—	14.0
Illinois C of Optometry, IIA		—	21.9	
Ill Eastern CC System				
Frontier CC, IV				13.6
Lincoln Trail C., IV				15.7
Olney Central C., IV				18.3
Wabash Valley C., IV				20.0
Illinois Inst of Tech, I	37.1	29.3	22.3	19.3
Illinois St U, I	31.1	24.7	20.4	17.2
Illinois Valley CC, IV				23.4
Ill Wesleyan U, IIB	27.9	22.2	18.0	16.0
John A Logan C., IV				21.5
John Marshall Law Sch, IIA	51.0	40.4		—
John Wood CC, IV				14.9
Joliet JC, IV				26.1
Judson C., IIB	—	19.3	16.3	
Kankakee CC, IV				19.7
Kendall C., III			16.9	
Kendall Sch of Design, IIB			18.8	15.0
Kishwaukee C., IV				18.8
Knox C., IIB	30.0	23.6	17.9	—
Lake Forest C., IIB	32.2	25.6	20.3	17.2
Lake Land C., IV				20.6
Lewis & Clark CC, III	24.3	22.3	19.8	17.0
Lewis U, IIB	23.3	20.1	17.9	15.7
Lincoln Christian C., IIA	17.5	—	15.4	
Lincoln C., III		19.4	—	15.4
Lincoln Land CC, IV				25.0
Loyola U, I	34.0	27.0	22.4	19.9
Lutheran Sch of Theol, IIA	27.6	—		
McCormick Theol Sem, IIA	27.3			18.8
McHenry County C., IV				22.7
McKendree C., IIB	22.8	18.3	18.0	16.4
MacMurray C., IIB	24.3	19.5	17.2	16.1
Mallinckrodt C., IV				10.2
Millikin U, IIB	28.8	22.5	18.8	15.6
Monmouth C., IIB	25.9	22.1	18.0	—
Moraine Valley CC, III	26.6	22.2	18.4	15.8
Morton C., IV				24.5
Mundelein C., IIA	25.6	20.5	16.1	14.9
National C of Chiropractic, IIA	27.0	24.6	19.8	16.1
N Central C., IIB	27.3	22.9	18.8	16.2
N Park C & Theol Sem, IIB	24.7	20.8	17.4	15.6
NE Illinois U, IIA	27.0	22.6	19.8	18.6
N Illinois U, I	32.5	25.8	20.1	14.0
Northwestern U, I	41.6	28.7	23.4	23.0

ILLINOIS—Continued

	Prof	Assoc prof	Asst prof	Inst
Olivet Nazarene C., IIA	21.9	19.4	16.4	15.0
Parkland C., IV				22.6
Principia C., IIB	28.0	22.9	17.6	14.5
Quincy C., IIB	23.1	20.9	17.8	15.1
Rend Lake C., IV				20.3
Richland CC, III	—	21.9	20.7	17.0
Rock Valley C., IV				22.5
Rockford C., IIB	25.3	20.7	17.7	—
Roosevelt U, IIA	26.3	21.8	18.7	15.4
Rosary C., IIA	—	22.5	17.6	
St Xavier C., IIA	26.6	20.8	17.4	13.6
Sangamon St U, IIA	30.0	25.9	21.6	—
Sauk Valley C., III	23.9	23.3	19.7	15.0
Sch of the Art Inst of Chicago, IIA	22.9	18.8	15.0	
Seabury-Western Theol Sem, IIA	16.5			
Shawnee C., IV				18.7
SE Illinois C., IV				17.6
Southern Ill U				
Carbondale, I	32.4	25.2	20.2	16.8
Edwardsville, IIA	29.5	24.8	20.9	16.8
Spertus C of Judaica, IIA	30.3			
Spoon River C., IV				22.0
Springfield C*, IV				14.0
State CC, IV				17.4
Thornton CC, IV				26.6
Trinity C., IIB	—	16.6	17.4	—
Trinity Evangelical Divinity Sch, IIA	26.6	24.3	20.1	
Triton C., IV				24.9
U of Chicago, I	42.7	28.2	23.7	18.2
U of Illinois				
Chicago Circle, I	37.3	27.5	22.3	18.8
Medical Center, I	37.8	26.8	22.0	17.7
Urbana, I	38.6	27.1	23.2	19.5
Waubonsee CC, IV				25.5
Western Illinois U, IIA	28.2	23.7	20.3	13.5
Wheaton C., IIB	26.2	22.4	18.1	
William R Harper C., III	33.2	28.3	22.0	18.6

INDIANA

	Prof	Assoc prof	Asst prof	Inst
Anderson C., IIA	24.3	21.4	17.5	15.8
Ball St U, I	30.6	24.3	19.1	13.3
Bethel C., IIB	21.1	18.6	16.1	
Butler U, IIA	27.2	21.8	17.7	—
Calumet C., IIB	—	18.3	14.0	—
Christian Theol Sem, IIA	18.2			
Clark C., IV				11.2
Concordia Theol Sem, IIA	20.1	18.1	16.1	
DePauw U, IIB	30.0	24.3	19.2	17.2
Earlham C., IIB	27.8	21.8	17.9	
Ft Wayne Bible C., IIB	—	17.0	—	—
Franklin C., IIB	20.9	18.0	17.5	
Goshen C., IIB	20.8	17.5	16.2	
Grace C., IIA	21.9	18.1	16.2	
Hanover C., IIB	30.7	23.0	17.6	14.2
Huntington C., IIB	—	18.2	16.6	12.6
Indiana Central U, IIA	24.6	20.9	17.8	15.5
Indiana St U, I	29.1	23.5	19.1	14.5
Evansville, IIB	28.9	23.3	19.7	15.8
Indiana U				
Bloomington, I	34.7	25.9	21.0	
East, III			16.8	
Kokomo, IIB	—	22.7	20.0	
Northwest, IIA	34.3	26.3	19.6	
South Bend, IIA	30.4	25.3	19.0	—
Southeast, IIA	28.8	22.6	17.5	
Indiana U–Purdue U				
Fort Wayne, IIA	28.4	24.6	19.4	15.8
Indianapolis, I	33.3	24.8	20.0	13.5
Indiana Voc Tech C				
Central Indiana, IV				16.3
Columbus, IV				14.5
East Central, IV				14.4
Kokomo, IV				15.4
Lafayette, IV				13.6
North Central, IV				14.4
Northeast, IV				16.1
Northwest, IV				15.3
South Central, IV				13.8
Southeast, IV				13.8
Southwest, IV				14.3
Wabash Valley, IV				15.1
Whitewater, IV				13.8
Manchester C., IIB	25.4	20.7	16.4	14.8
Marian C*, IIB	—	18.1	15.7	14.2
Oakland City C., IIB	15.3	—	13.8	11.0
Purdue U, I	38.0	27.7	22.1	15.3
Calumet, IIA	31.1	24.7	20.3	14.1
North Central, IIA	—	24.9	19.7	—
Rose-Hulman Inst of Tech, IIB	32.4	26.3	22.8	
St Joseph's C*, IIB	23.4	21.0	18.3	
St Mary's C*, IIB	29.9	23.9	18.8	—
St Meinrad C*, IIB			18.8	
Taylor U, IIB	23.3	20.4	17.6	—
Tri-State U, IIB	25.2	20.4	17.8	
U of Evansville, IIA	27.3	23.1	19.7	15.2
U of Notre Dame, I	36.2	28.2	22.1	21.4
Valparaiso U, IIA	27.4	22.4	19.0	14.4
Vincennes U, III	24.6	21.3	17.7	15.4
Wabash C., IIB	35.1	26.7	20.7	18.2

IOWA

	Prof	Assoc prof	Asst prof	Inst
Briar Cliff C., IIB	23.4	21.5	18.9	16.0
Buena Vista C., IIB	27.9	22.1	20.7	16.0
Central U of Iowa, IIB	25.7	22.0	18.5	16.0
Clarke C., IIA	—	20.9	16.1	15.0
Coe C., IIB	29.0	22.9	18.5	15.5
Cornell C., IIB	27.9	21.6	18.0	
Des Moines Area CC, IV				19.1
Dordt C., IIB	24.3	22.1	19.5	17.7
Drake U, IIA	28.3	22.7	13.6	16.1
E Iowa CC				
Clinton, IV				18.0
Muscatine, IV				17.5
Scott, IV				18.3
Ellsworth CC, IV				20.0
Faith Baptist Bible C., IIB	18.7	—	—	
Graceland C., IIB	20.8	18.4	15.9	—

IOWA—Continued

	Prof	Assoc prof	Asst prof	Inst
Grand View C., IIB	23.0	19.1	17.1	—
Grinnell C., IIB	32.7	23.7	19.3	18.4
Hawkeye Inst of Tech, IV				18.3
Indian Hills CC, IV				16.8
Iowa Central CC, III	—	20.9	21.4	18.7
Iowa Lakes CC, IV				20.0
Iowa St U of Science & Tech, I	33.4	25.7	20.7	15.4
Iowa Wesleyan C., IIB	18.9	16.6	15.6	—
Iowa Western CC, III	24.2	20.4	17.3	14.2
Kirkwood CC, IV				18.1
Luther C., IIB	25.9	20.9	17.9	16.1
Marshalltown CC, IV				20.0
Marycrest C., IIB		17.6	16.7	
Morningside C., IIA	23.1	19.3	16.9	14.8
Mt Mercy C., IIB		19.2	18.0	15.9
Mt St Clare C*, IV				16.0
N Iowa Area CC, IV				21.6
NE Iowa Tech Inst, IV				16.5
NW Iowa Tech C., IV				17.4
Northwestern C., IIB	25.8	22.8	18.4	—
Palmer C of Chiropractic, IIA	20.0	21.2	18.0	15.3
St Ambrose C*, IIB	24.9	23.0	20.5	—
Simpson C., IIB	23.7	20.4	17.9	16.1
Southeastern CC, IV				19.6
U of Dubuque, IIA	23.0	20.3	18.0	—
U of Iowa, I	36.2	27.2	22.4	19.1
U of N Iowa, IIA	29.4	24.6	20.7	16.6
U of Osteopathic Medicine & Health Science, IIA	48.3	34.6	31.4	
Upper Iowa U, IIB		—	12.3	—
Waldorf C., III	20.3	—	—	13.8
Wartburg C., IIB	23.2	20.5	18.4	14.2
Wartburg Theol Sem, IIA	23.3	—	—	
W Iowa Tech, IV				18.0
Westmar C., IIB	21.4	17.8	15.7	15.4
William Penn C., IIB	—	16.3	16.3	

KANSAS

	Prof	Assoc prof	Asst prof	Inst
Baker U, IIB	20.7	17.6	15.3	12.9
Barton County CC, IV				17.8
Bethany C., IIB	22.0	18.5	16.1	13.7
Bethel C., IIB	19.9	17.9	15.0	
Butler County CC, IV				19.5
Central C., IV				13.5
Cloud County CC, IV				19.6
Coffeyville CC, IV				16.9
Colby CC, IV				16.8
Cowley County CC, IV				20.1
Dodge County CC, III	24.5	22.1	18.8	14.1
Donnelly C*, IV				13.7
Emporia St U, IIA	26.1	22.5	19.7	—
Ft Hays St U, IIA	25.9	21.5	18.8	15.8
Ft Scott CC, IV				16.7
Friends U, IIB	19.7	18.0	14.5	—
Garden City CC, IV				18.8
Haskell Indian JC, IV				22.6
Hesston C., IV				14.6
Highland CC, IV				16.4
Hutchinson CC, IV				20.4
Independence CC, IV				19.7
Johnson County CC, IV				23.4
Kansas City CC, IV				19.5
Kansas St U of Ag & Applied Science, I	31.8	24.6	19.9	15.9
Kansas Tech Inst, III	—	—	20.3	—
Kansas Wesleyan, IIB	20.6	16.8	15.6	
Labette CC, IV				17.4
McPherson C., IIB	19.0	—	14.7	
Manhattan Christian C., IIB	21.1	—		
Marymount C of Kansas, IIB		16.9	14.5	11.7
Neosho County CC, IV				19.1
Ottawa U, IIB	20.2	17.2	14.5	—
Pittsburg St U, IIA	25.0	21.6	19.1	15.9
Pratt CC, IV				17.2
St John's C., III	—	—	13.3	—
St Mary of the Plains C*, IIB		16.6	15.4	—
Seward County CC, IV				17.9
Southwestern C., IIB	—	18.3	16.3	—
Sterling C., IIB	19.6	17.7	14.4	
Tabor C., IIB	19.7	—	15.7	14.1
U of Kansas, I	33.3	24.2	20.5	15.9
Washburn U, IIA	30.5	24.6	19.4	16.3
Wichita St U, IIA	32.0	24.6	20.1	15.5

KENTUCKY

	Prof	Assoc prof	Asst prof	Inst
Alice Lloyd C., III			—	11.1
Asbury C., IIB	23.0	19.9	17.6	14.7
Asbury Theol Sem, IIA	23.7	20.6	—	
Bellarmine C., IIB	24.1	20.3	17.3	—
Berea C., IIB	27.1	21.7	18.2	16.2
Brescia C., IIB		20.4	16.7	14.6
Campbellsville C., IIB	20.4	17.0	14.2	12.3
Centre C of Ky, IIB	24.9	20.6	16.9	—
Draughon's C., IV				9.7
E Kentucky U, IIA	27.7	23.6	19.5	16.0
Georgetown C., IIB	24.4	20.5	17.2	—
Ky Christian C., IIB	10.7	11.9		
Kentucky St U, IIA	27.4	21.7	19.0	15.6
Ky Wesleyan C., IIB	23.9	21.2	15.4	
Lexington Theol Sem, IIA	20.2			
Lindsey Wilson C., IV				13.5
Louisville Presbyterian Theol Sem, IIA	30.3	—		
Midway C., IV				15.4
Morehead St U, IIA	27.2	22.8	19.9	15.6
Murray St U, IIA	27.0	23.6	19.7	17.1
N Kentucky U, IIA	32.5	24.0	19.3	16.3
Pikeville C., IIB	19.6	19.0	15.4	—
Thomas More C., IIB	—	15.4	14.4	12.2
Transylvania U, IIB	25.9	20.2	18.2	—

KENTUCKY—Continued

	Prof	Assoc prof	Asst prof	Inst
U of Kentucky, I	35.2	26.8	22.3	19.0
CC System, III	23.3	20.1	17.0	15.0
U of Louisville, I	33.2	24.9	20.9	17.6
Watterson C., IV				11.7
W Kentucky U, IIA	28.4	23.3	19.7	16.0

LOUISIANA

	Prof	Assoc prof	Asst prof	Inst
Bossier Parish CC, IV				20.3
Centenary C of Louisiana, IIB	24.2	22.0	17.3	15.9
Delgado CC, III	26.0	23.3	20.1	17.5
Grambling St U, IIA	29.2	22.4	19.5	15.9
Louisiana C., IIB	22.4	19.7	16.7	—
Louisiana St U				
Alexandria, III	26.9	21.7	19.8	17.1
Eunice, III	—	—	20.1	18.3
Shreveport, IIB	27.7	25.4	21.0	—
Louisiana St U and A&M C., I	36.8	28.0	23.2	16.9
La Tech U, IIA	29.5	24.5	20.9	17.1
McNeese St U, I	27.2	24.7	20.9	17.5
Nicholls St U, IIA	29.8	25.1	22.2	19.2
NE Louisiana U, I	30.3	27.0	21.5	15.8
NW St U of Louisiana, I	25.6	22.3	19.5	16.5
Notre Dame Sem Sch of Theol, IIA	8.8			
Our Lady of Holy Cross C., IIB		—	14.4	
St Mary's Dominican C., IIB	19.9	16.8	15.1	—
SE Louisiana U, IIA	30.0	25.1	21.6	16.9
Southern U A&M C., IIA	27.2	23.5	20.0	16.6
Southern U				
Shreveport-Bossier, III		21.6	19.4	17.9
New Orleans, IIB	26.4	23.6	20.8	16.9
Tulane U, I	32.5	25.8	19.5	13.7
U of New Orleans, IIA	33.0	26.0	20.9	16.2
U of SW Louisiana, IIA	32.6	26.3	22.6	17.7
Xavier U, IIA	21.0	18.7	17.7	14.3

MAINE

	Prof	Assoc prof	Asst prof	Inst
Andover C., IV				13.0
Bates C., IIB	30.8	24.5	19.1	17.5
Bowdoin C., IIB	35.6	25.8	20.1	—
Colby C., IIB	35.5	26.3	19.7	—
C of the Atlantic, IV				19.8
E Maine Voc & Tech Inst, IV				16.7
Husson C., IIB	22.2	19.1	17.6	—
Maine Maritime Acad, IIB	—	20.9	17.6	
N Maine Voc Tech Inst, IV				16.7
Portland Sch of Art, IV				16.5
U of New England, IIB		19.7	16.4	
S Maine Voc & Tech Inst, IV				16.7
Thomas C., IIA		20.7	18.0	—
Unity C., IIB	15.3	—	13.9	13.6
U of Maine				
Augusta, III	24.2	20.8	16.4	13.9
Farmington, IIB	26.8	22.2	18.1	—
Fort Kent, IIB	—	21.7	16.8	—
Machias, IIB	—	22.2	18.1	—
Orono, I	29.8	22.8	18.4	12.6
Presque Isle, IIB	26.8	21.9	17.9	13.5
U of S Maine, IIA	29.3	23.9	18.3	15.7
Westbrook C., IV				15.8

MARYLAND

	Prof	Assoc prof	Asst prof	Inst
Allegany CC, III	—	21.4	18.3	15.6
Anne Arundel CC, III	30.1	25.5	20.9	18.9
Bowie St C., IIA	32.0	26.3	21.5	—
Catonsville CC, III	32.3	26.4	21.9	16.3
Charles County CC, III	27.2	26.3	18.0	16.0
Chesapeake C., III		20.4	17.9	—
C of Notre Dame*, IIB	23.6	20.8	17.4	15.0
Columbia Union C., IIB	18.3	17.5	16.6	15.4
CC of Baltimore, III	30.5	23.8	20.1	18.2
Coppin St C., IIA	29.9	24.9	19.9	15.3
Dundalk CC, III		25.3	21.4	—
Essex CC, III	31.8	26.7	22.3	17.8
Frederick CC, III	—	24.4	18.3	14.6
Frostburg St C., IIA	29.8	24.3	19.9	16.4
Garrett CC, III			19.3	14.1
Goucher C., IIB	29.3	22.6	17.1	14.6
Hagerstown JC, III	25.6	22.1	19.1	
Harford CC, III	30.3	25.9	19.3	16.7
Hood C., IIA	27.6	21.6	17.3	12.6
Howard CC, III	—	26.7	21.7	17.3
Johns Hopkins U, I	43.1	30.9	23.1	18.3
Loyola C., IIA	31.4	26.3	20.8	
Montgomery C				
Germantown, III	—	—	17.1	—
Rockville, III	30.2	26.6	22.2	18.3
Takoma Park, III	30.7	25.5	20.2	—
Morgan St U, IIA	31.2	24.8	20.3	16.3
Mt St Mary's C., IIB	26.5	20.3	16.1	—
Peabody Inst of Johns Hopkins U, IV				14.7
Prince Georges CC, III	30.7	27.4	23.1	19.8
St John's C., IV				18.8
St Mary's C of Maryland, IIB	29.6	24.9	18.3	14.9
Salisbury St C., IIA	31.7	25.5	20.9	16.6
Towson St U, IIA	32.1	27.1	22.3	17.3
US Naval Acad, IIB	40.6	34.4	25.4	19.7
U of Baltimore, IIA	32.6	27.3	22.6	—
U of Maryland				
College Park, I	35.5	26.1	20.9	15.1
Baltimore County, I	34.9	25.3	20.3	15.8
Baltimore Professional Schools, I	37.3	30.3	22.1	16.9
E Shore, IIB	25.7	24.5	21.6	19.2
University C., IIB	—	—	—	16.6

Continued on Following Page

FACT-FILE—Continued

MARYLAND—Continued

	Prof	Assoc prof	Asst prof	Inst
Washington Bible C, IIA	—	14.7	—	
Washington C, IIB	24.9	20.2	16.7	
W Maryland C, IIB	27.2	22.3	19.2	—
Wor-Wic Tech CC, III			19.3	—

MASSACHUSETTS

	Prof	Assoc prof	Asst prof	Inst
American International C, IIA	25.7	19.4	16.9	12.8
Amherst C, IIB	38.9	27.4	21.8	
Andover Newton Theol Sch, IIA	22.1			
Anna Maria C, IIB		19.9	16.4	
Aquinas JC Milton*, IV				13.1
Assumption C, IIA	26.6	22.1	19.1	—
Atlantic Union C, IIB	18.5	17.8	16.6	
Babson C, IIA	38.5	29.3	25.4	
Bay Path JC, III	—	21.6	18.8	—
Bay St JC of Business, IV				13.2
Becker JC Worcester, III	—	—	16.2	—
Bentley C, IIA	35.2	28.1	22.7	20.3
Berklee C of Music, IV				14.1
Berkshire CC, III	28.0	23.0	20.0	17.2
Blue Hills Regional Tech Inst, IV				22.3
Boston C, I	37.8	27.9	22.1	18.3
Boston Conservatory of Music, IV				12.1
Boston U, I	36.1	26.9	20.9	18.6
Bradford C, IV				17.0
Bridgewater St C, IIA	31.6	25.6	22.7	—
Bristol CC, III	27.6	22.4	20.4	17.2
Bunker Hill CC, III	24.8	21.7	18.6	16.8
Cape Cod CC, III	27.8	23.7	20.5	18.5
Chamberlayne JC, III			—	12.0
Clark U, I	30.8	27.1	20.3	—
C of the Holy Cross, IIA	32.8	25.5	21.0	18.4
C of Our Lady of the Elms*, IIB		21.6	17.4	
Curry C, IIB	24.2	20.8	17.8	14.6
Dean JC, III	—	21.8	17.1	14.0
Eastern Nazarene C, IIA	20.1	17.8	14.1	
Emerson C, IIA	31.4	23.7	20.7	18.5
Emmanuel C, IIA	25.3	20.0	16.8	14.9
Endicott C, III	17.5		14.1	12.8
Episcopal Divinity Sch, IIA	17.0			
Fisher JC, IV				13.3
Fitchburg St C, IIA	29.4	25.3	20.9	13.3
Forsyth Sch of Dental Hygienists, IIA			—	12.0
Framingham St C, IIA	29.7	23.6	21.9	18.4
Franklin Inst of Boston, III	—	20.3	18.5	16.7
Gordon C, IIB	24.4	21.6	17.9	
Gordon-Conwell Theol Sem, IIA	24.6	—	—	
Greenfield CC, III	25.9	23.0	18.7	16.7
Hampshire C, IIB	31.0	24.3	18.9	
Harvard U, I	48.5	27.0	23.4	
Hebrew C, IIB	19.3			
Hellenic C-Holy Cross Sch of Theol, IIA	20.0	—	—	—
Holyoke CC, III	26.2	22.5	20.3	16.4
Labouré JC, III	—	—	17.4	15.9
Lasell JC, III	19.0	17.5	14.7	14.6
Lesley C, IIA	26.7	24.7	19.9	
Mass Bay CC, III	27.3	23.8	19.8	16.6
Mass C of Art, IIA	28.7	23.1	19.9	
Mass C of Pharmacy & Allied Health Sciences, IIB	27.2	21.0	18.5	15.2
Mass Inst of Tech, I	43.5	30.6	24.4	19.7
Massasoit CC, III	22.8	19.6	14.8	12.8
Merrimack C, IIB	29.3	23.7	18.8	
Middlesex CC, III	25.2	21.8	20.2	17.3
Mt Holyoke C, IIB	34.7	26.2	20.2	16.3
Mt Ida JC, IV				12.0
Mt Wachusett CC, III	26.7	23.0	20.7	17.3
New England C of Optometry, IIA	—	26.6	—	18.7
New England Conservatory of Music, IV				19.0
New England Sch of Law, IIA	32.7	25.9	—	
N Adams St C, IIA	30.2	23.1	21.9	16.8
N Shore CC, III	27.2	23.0	20.0	15.7
Quincy JC, IV				22.7
Quinsigamond CC, III	26.3	22.4	19.9	16.6
Regis C, IIB	24.3	20.8	16.5	—
Roxbury CC, III		21.5	19.4	
Salem St C, IIA	30.6	25.5	21.5	18.2
Simmons C, IIA	32.3	25.3	20.9	17.8
Simon's Rock of Bard C, IV				17.2
Smith C, IIA	34.6	26.5	21.4	17.0
SE Mass U, IIA	26.7	19.6	15.2	
Springfield C, IIA	29.9	22.2	18.1	13.6
Springfield Tech CC, III	26.7	23.6	21.0	17.8
Stonehill C*, IIB	26.6	21.1	18.2	
Suffolk U, IIA	31.6	25.7	21.5	15.6
Swain Sch of Design, IIB	—	—	—	12.5
Tufts U, I	40.6	29.8	23.0	19.8
U of Lowell, IIA	34.8	27.8	23.6	21.0
U of Mass Amherst, I	36.1	28.4	22.9	19.7
Boston, IIA	39.2	27.6	22.3	—
Wellesley C, IIB	39.4	28.1	23.1	18.1
W New England C, IIA	34.2	25.4	23.0	16.7
Westfield C, IIA	28.7	23.7	21.3	—
Wheaton C, IIB	32.0	25.4	19.2	—
Wheelock C, IIA	29.8	22.8	18.3	—
Williams C, IIB	38.0	27.2	20.6	
Worcester Poly Inst, IIA	34.5	27.5	22.4	—
Worcester St C, IIA	28.9	25.9	22.3	18.1

MICHIGAN

	Prof	Assoc prof	Asst prof	Inst
Adrian C, IIA	28.0	23.7	18.5	17.1
Albion C, IIB	33.8	26.8	19.6	17.2
Alma C, IIB	28.3	23.0	18.0	—
Alpena CC, IV				25.8

MICHIGAN—Continued

	Prof	Assoc prof	Asst prof	Inst
Aquinas C, IIB	—	23.0	19.9	—
Baker JC of Business, IV				18.9
Bay de Noc CC, IV				29.0
Calvin C, IIB	27.1	23.1	21.4	16.6
Calvin Theol Sem, IIA	28.9	—		
Center for Creative Studies, IIB	24.3	21.9	19.7	—
Central Mich U, IIA	31.9	26.2	22.0	17.2
Charles S. Mott CC, IV				28.2
Concordia C, III	24.0	20.5	17.5	15.1
Cranbrook Acad of Art, IV				18.5
Davenport C of Business, IV				24.4
Delta C, III	31.7	28.1	23.8	18.9
Detroit C of Business Admin, IV				21.4
Detroit C of Law, IIA	33.9	—		
E Michigan U, IIA	30.2	25.2	21.9	18.1
Ferris St C, IIA	27.9	24.1	21.1	19.0
Glen Oaks CC, IV				21.5
Gogebic CC, III				19.8
Grand Rapids Baptist C & Sem, IIA	20.6	18.2	15.0	
Grand Rapids JC, IV				24.7
Grand Valley St Colleges, IIA	30.7	25.2	20.2	
Great Lakes Bible C, IIB	13.3	—		
Highland Park CC, IV				27.4
Hillsdale C, IIB	31.4	24.8	21.5	17.0
Hope C, IIB	27.2	23.7	20.4	
Jackson CC				26.4
Kalamazoo C, IIB	32.6	24.9	19.1	—
Kirtland CC, IV				22.1
Lake Michigan C, III	26.6	23.9	20.5	18.1
Lake Superior St C, IIB	26.6	23.5	19.6	15.2
Lansing CC, III	24.0	21.9	20.0	17.8
Lawrence Inst of Tech, IIB	27.7	24.3	21.5	
Lewis C of Business, IV				19.3
Macomb County CC, IV				24.0
Madonna C, IIB			18.2	16.0
Marygrove C, IIA	23.2	14.9	16.2	13.4
Mercy C*, IIB	25.5	21.1	18.0	15.5
Mich Christian C, III		—	16.5	—
Michigan St U, I	35.6	27.7	23.0	15.8
Michigan Tech U, IIA	35.2	26.7	21.5	17.7
Mid Michigan CC, IV				19.7
Monroe County CC, III	30.4	27.8	25.8	—
Montcalm CC, IV				24.0
Muskegon Business C, IV				16.7
Mu[illegible] CC, IV				28.2
[illegible] C, IIB	—	—	18.3	13.3
[illegible] Mich C, IV				22.7
N Michigan U, IIA	29.1	23.4	20.6	16.7
Northwood Inst, IIB			14.7	—
Oakland CC, IV				29.4
Oakland U, IIA	33.9	25.8	20.2	18.1
Olivet C, IIA	21.8	18.6	15.5	
Reformed Bible C, IIB	—	17.7	—	—
Schoolcraft C, IV				27.8
Shaw C at Detroit, IIB	—	16.2	14.1	12.6
Siena Heights C*, IIA		17.7	16.6	
SW Michigan C, IV				19.2
Spring Arbor C, IIB	19.8	17.4	15.2	
St Clair County CC, IV				26.5
Suomi C, IV				19.3
Thomas M Cooley Law Sch, IIA	45.7	35.2	—	
U of Detroit, I	30.8	26.7	21.2	
U of Michigan Ann Arbor, I	39.8	28.4	23.1	16.9
Dearborn, IIA	30.4	23.9	19.5	—
Flint, IIA	32.1	25.2	21.3	—
Washtenaw CC, IV				28.3
Wayne County CC, IV				25.2
Wayne St U, I	36.7	27.6	21.6	16.1
W Shore CC, IV				21.2
W Michigan U, I	31.1	24.5	20.4	15.6
Western Theol Sem, IIA	19.9		—	

MINNESOTA

	Prof	Assoc prof	Asst prof	Inst
Anoka-Ramsey CC, IV				23.5
Augsburg C, IIB	24.6	20.4	16.3	—
Austin CC, IV				25.0
Bemidji St U, IIA	30.7	26.3	21.0	16.9
Bethany Lutheran C, IV				15.4
Bethel C, IIB	25.9	21.9	18.6	15.6
Bethel Theol Sem, IIA	26.9	—	—	
Brainerd CC, IV				25.4
Carleton C, IIB	32.7	24.2	19.8	16.3
C of St Benedict*, IIB	24.5	21.0	17.7	14.5
C of St Catherine, IIB	29.8	22.9	18.9	16.0
C of St Scholastica*, IIB		21.3	17.6	16.2
C of St Teresa, IIB	20.1	19.2	17.5	14.0
C of St Thomas*, IIA	32.0	26.3	22.0	17.2
Concordia C Moorhead, IIB	27.9	23.8	19.6	15.7
St Paul, IIB	23.8	21.5	19.5	16.9
Dr Martin Luther C, IV				11.6
Fergus Falls CC, IV				25.3
Gustavus Adolphus C, IIB	26.5	22.8	17.7	—
Hamline U, IIB	28.4	21.2	17.8	
Hibbing CC, IV				23.2
Inver Hills CC, IV				23.7
Itasca CC, IV				23.0
Lakewood CC, IV				24.8
Luther Theol Sem, IIA	23.1	20.5	19.2	
Macalester C, IIB	31.2	24.4	19.0	16.4
Mesabi CC, IV				26.5
Metropolitan St U, IIB	—	20.5	15.4	—
Minneapolis C of Art & Design, IIB	26.3	22.1	18.5	—
Minneapolis CC, IV				24.4
Normandale CC, IV				22.6

MINNESOTA—Continued

	Prof	Assoc prof	Asst prof	Inst
N Central Bible C, IV				18.0
N Hennepin CC, IV				24.3
Northland CC, IV				26.4
Northwestern C, IIB	—	22.6	19.5	—
NW Lutheran Theol Sem, IIA	23.2		—	
Rainy River CC, IV				22.4
Rochester CC, IV				23.6
St Cloud St U, IIA	30.8	26.2	21.0	16.0
St John's U*, IIB	31.8	26.0	21.9	18.3
St Mary's C*, IIB	25.0	20.7	17.6	—
St Mary's JC*, III			17.1	—
St Olaf C, IIB	32.0	24.8	19.6	17.5
St Paul Bible C, IIB	—	18.7	16.8	14.3
St Paul Sem, IV				12.6
United Theol Sem, IIB	22.3			
U of Minnesota Duluth, IIA	30.2	23.3	19.1	17.6
Minneapolis-St Paul, I	32.4	24.5	20.5	18.0
Morris, IIB	29.7	22.3	17.6	15.1
Tech C at Crookston, III		22.0	20.0	16.1
Tech C at Waseca, III		25.0	19.7	17.4
Vermilion CC, IV				22.6
Willmar CC, IV				25.7
Winona St U, IIA	30.7	25.9	20.9	15.4
Worthington CC, IV				23.0

MISSISSIPPI

	Prof	Assoc prof	Asst prof	Inst
Alcorn St U, IIA	26.2	22.6	19.3	15.4
Belhaven C, IIB	—	—	15.3	
Blue Mountain C, IIB	—	13.8	13.5	
Coahoma JC, IV				18.5
Copiah-Lincoln JC, IV				16.8
Delta St U, IIA	26.7	21.9	19.0	15.7
E Central JC, IV				16.5
E Miss JC, IV				19.0
Hinds JC, IV				18.1
Holmes JC, IV				16.5
Itawamba JC, IV				16.4
Jones County JC, IV				18.1
Meridian JC, IV				17.1
Millsaps C, IIB	25.9	21.0	18.9	
Mississippi Delta JC, IV				17.7
Mississippi Gulf Coast JC, IV				18.2
Mississippi St U, I	31.6	25.1	20.8	15.9
Mississippi U for Women, IIA	26.2	22.5	19.4	16.2
Mississippi Valley St U, IIA	25.1	22.4	18.0	15.2
NE Miss JC, IV				17.3
NW Miss JC, IV				15.6
Pearl River JC, IV				15.8
Phillips C, IV				8.9
Prentiss Normal & Industrial Inst, IV				9.2
Reformed Theol Sem, IIA	23.0	—	—	
Rust C, IIB		—	—	12.5
SW Miss JC, IV				15.1
U of Mississippi, I	32.7	25.5	20.4	15.1
U of S Mississippi, I	32.0	25.7	20.6	16.5
Utica JC, IV				16.3
Wood JC, IV				10.6

MISSOURI

	Prof	Assoc prof	Asst prof	Inst
Assemblies of God Graduate Sch, IIA	24.8	—		
Avila C*, IIB	—	23.7	19.6	17.4
Cardinal Newman C, IIB			15.9	
Central Bible C, IIB	—	—	16.1	—
Central Methodist C, IIB	22.6	18.2	16.3	13.7
Central Mo St U, IIA	26.2	22.8	19.1	14.7
Christ Seminary Seminex, IIA	21.0			
Columbia C, IIB	21.9	18.5	15.2	
Concordia Sem, IIA	19.3	18.4	—	
Covenant Theol Sem, IIA	19.4		—	
Crowder C, IV				15.4
Drury C, IIA	25.4	19.6	15.7	12.0
E Central C, IV				18.8
Evangel C, IIB	22.9	19.2	16.6	13.0
Fontbonne C, IIA	—	16.1	13.5	12.1
Harris-Stowe St C, IIB	—	—	19.2	—
Jefferson C, IV				18.4
Kansas City Art Inst, IIB	26.2	19.9	16.7	
Lincoln U, IIA	22.8	20.7	16.5	14.5
Lindenwood C's, IIA	24.5	20.6	17.1	
Logan C of Chiropractic, IIA	—	—	20.3	11.5
Longview CC, IV				25.5
Maryville C, IIB	25.3	19.3	15.8	
Maple Woods CC, IV				25.5
Mo Baptist C, IIB	—	—	14.6	12.5
Missouri S St C, IIB	25.8	22.4	19.0	16.2
Mo Valley C, IIB	—	16.6	15.2	14.3
Missouri W St C, IIB	27.1	23.7	19.7	15.6
Moberly JC, IV				16.3
Nazarene Theol Sem, IIA	23.7	—	—	
NE Missouri St U, IIA	27.5	23.9	19.0	15.5
NW Missouri St U, IIA	26.6	21.9	18.4	16.1
Park C, IIB	19.9	—	15.4	
Rockhurst C, IIB	27.1	22.6	20.6	17.5
St Louis Christian C, IV	13.7			
St Louis C of Pharmacy, IIB	—	—	21.4	—
St Louis CC Florissant Valley, III	31.0	25.6	21.0	16.6
Forest Park, III	30.6	26.7	21.0	16.3
Meramec, III	30.5	26.0	20.6	16.6
St Louis U, I	31.4	23.7	19.8	18.0
Parks C, IIB	23.1	19.8	14.3	14.4
St Mary's C of O'Fallon, IV				12.6
St Paul's C, III	—	—	10.7	8.6
SE Missouri St U, IIA	27.7	22.4	19.1	14.4
SW Baptist C, IIB	22.6	18.2	15.9	14.0
SW Missouri St U, IIA	28.4	23.5	19.8	16.2
State Fair CC, IV				14.8
Stephens C, IV				17.8
Tarkio C, IIB		—	15.7	14.6
Three Rivers CC, IV				16.0

MISSOURI—Continued

	Prof	Assoc prof	Asst prof	Inst
Trenton JC, IV				15.0
U of Missouri, I	32.1	25.2	21.1	17.2
Kansas City, I	31.5	25.0	20.5	14.7
Rolla, I	32.3	25.6	21.8	—
St Louis, I	34.0	25.3	20.8	14.9
Washington U, I	37.0	27.3	22.4	18.6
Webster C, IIA	24.6	20.6	17.6	—
Westminster C, IIB	24.5	19.9	17.1	—
William Jewell C, IIB	25.1	20.5	17.8	15.8
William Woods C, IIB	22.9	19.4	16.7	14.3

MONTANA

	Prof	Assoc prof	Asst prof	Inst
Big Sky Bible C, IIB				14.7
Carroll C*, IIB	25.5	20.1	17.0	—
C of Great Falls*, IIB	21.9	18.0	16.8	—
Dawson CC, IV				21.0
Miles CC, IV				19.4
Montana C of Mineral Science & Tech, IIA	32.6	26.5	21.8	
Montana St U, I	30.4	24.7	21.1	17.1
Rocky Mountain C, IIB	20.5	17.2	14.8	—
U of Montana, I	28.2	22.4	19.5	17.4
W Montana C, IIA	27.0	22.3	18.1	

NEBRASKA

	Prof	Assoc prof	Asst prof	Inst
Bellevue C, IIB		15.7	13.0	
Central Tech CC Area, IV				15.8
Chadron St C, IIA	26.4	24.0	19.6	15.6
C of St Mary, IIB		18.7	16.3	16.0
Concordia Teachers C, IIA	21.9	19.3	16.6	12.8
Creighton U, IIA	32.4	27.1	20.3	15.6
Dana C, IIB	20.7	18.0	17.3	15.4
Doane C, IIB	22.1	19.1	16.8	14.5
Grace C of the Bible, IV				15.7
Hastings C, IIB	23.7	19.9	17.2	15.0
Kearney St C, IIA	26.2	21.8	19.2	15.4
McCook CC, IV				18.8
Metropolitan Tech CC, IV				16.9
Mid Plains CC, IV				19.3
Midland Lutheran C, IIB	21.7	—	16.6	14.6
Neb Wesleyan U, IIB	22.8	19.4	16.4	—
Neb Western C, IV				21.9
NE Tech CC, IV				17.8
Peru St C, IIB	28.0	23.5	20.2	16.6
Southeast CC Fairbury-Beatrice, IV				17.2
Lincoln, IV				15.9
Milford, IV				16.8
U of Nebraska Lincoln, I	33.1	25.6	21.5	15.3
Omaha, IIA	27.3	23.0	18.4	16.6
Wayne St C, IIA	27.2	23.2	18.7	14.7
York C, III		—	13.3	

NEVADA

	Prof	Assoc prof	Asst prof	Inst
Clark County CC, IV				21.7
Northern Nev CC, IV				21.5
U of Nevada Las Vegas, IIA	34.7	27.4	23.2	20.2
Reno, I	35.2	27.5	21.8	20.1
W Nevada CC, IV				20.8

NEW HAMPSHIRE

	Prof	Assoc prof	Asst prof	Inst
Daniel Webster C, III	—	21.3	18.3	15.5
Dartmouth C, I	37.4	26.5	21.7	17.7
Franklin Pierce C, IIA	21.5	19.0	—	
Franklin Pierce Law Center, IIA	35.9			
Nathaniel Hawthorne C, IIB			16.5	11.8
New England C, IIB	23.4	21.5	16.1	—
New Hampshire C, IIA	—	23.2	20.5	16.8
NH Tech Inst, III	21.9	—	15.6	14.2
NH Voc-Tech C Berlin, III	20.9	17.5	—	—
Claremont, III	—	17.3	15.4	12.2
Laconia, III	—	15.9	—	
Manchester, III	20.8	17.4		
Nashua, III	19.2	—		
Portsmouth, III		16.5		
Notre Dame C*, IIB	—	—	13.7	—
Rivier C, IIA	—	19.6	15.8	13.8
St Anselm C*, IIB	25.7	21.8	18.3	15.0
U of New Hampshire, I	32.6	25.4	20.0	16.2
Keene St C, IIA	26.2	22.4	19.2	15.7
Plymouth St C, IIA	27.3	22.5	19.6	16.3

NEW JERSEY

	Prof	Assoc prof	Asst prof	Inst
Atlantic CC, III	27.9	24.8	21.6	16.4
Bergen CC, III	33.3	27.9	23.2	18.5
Berkeley Sch, IV				15.5
Bloomfield C, IIB	26.8	21.5	18.8	17.8
Brookdale CC, III	32.4	28.3	22.7	16.8
Burlington County C, III	28.5	24.7	21.0	18.0
Caldwell C, IIB	16.0	16.5		9.9
Camden County C, III	29.1	26.7	22.0	
Centenary C, IIB	23.3	—	16.4	13.2
C of St Elizabeth, IIB		—	10.6	
County C of Morris, III	30.9	26.2	21.7	18.6
Cumberland County C, III	—	25.1	22.7	17.6
Drew U, IIA	33.5	25.4	19.4	17.1
Essex County C, III	34.2	27.5	23.5	18.7
Fairleigh Dickinson U, Florham-Madison, IIA	33.7	27.2	21.4	—
Rutherford, IIA	33.7	27.4	22.7	16.8
Teaneck, IIA	38.2	28.7	21.7	16.5
Felician C, IIB	—	16.7	14.7	13.9
Georgian Court C*, IIB	—	20.8	20.0	15.7
Glassboro St C, IIA	33.5	26.7	21.7	17.8
Gloucester County C, III	—	25.2	22.8	21.2
Jersey City St C, IIA	35.7	28.6	22.6	17.5
Kean C, IIA	34.6	27.5	21.7	16.9
Mercer County CC, III	30.5	25.5	21.0	16.5
Monmouth C, IIA	30.3	25.1	20.6	15.6
Ocean County C, III	33.3	28.3	21.5	16.0
Passaic County CC, III	31.6	—	17.3	13.6
Princeton Theol Sem, IIA	35.0		24.2	—
Princeton U, I	42.0	27.5	21.0	17.8

NEW JERSEY—Continued

	Prof	Assoc prof	Asst prof	Inst
Ramapo C, IIB	30.9	26.3	21.0	
Rider C, IIA	32.7	25.2	20.4	18.5
St Peter's C, IIB	26.8	22.0	17.6	15.4
Salem CC, III	—	22.7	19.8	15.6
Stevens Inst of Tech, I	37.4	28.2	24.7	—
Stockton St C, IIB	30.9	24.5	19.1	16.0
Trenton St C, IIA	34.1	27.5	21.9	17.4
Union C, III	31.6	24.2	17.3	—
Union County Tech Inst, IV				20.3
Upsala C, IIA	27.9	23.4	18.3	—
Westminster Choir C, IIA	24.4	21.6	17.6	13.2
William Paterson C, IIA	32.7	26.0	20.5	16.2

NEW MEXICO

	Prof	Assoc prof	Asst prof	Inst
C of the Southwest, IV				17.5
E New Mexico U, IIA	31.6	26.4	22.4	17.5
NM Highlands U, IIA	27.6	22.4	19.1	15.7
NM Inst of Mining & Tech, I	31.8	26.8	21.0	
New Mexico JC, IV				23.7
NM Military Inst, III	—	22.9	20.4	17.5
New Mexico St U, I	34.4	25.8	20.8	16.3
St John's C, IV				22.9
U of Albuquerque*, IIB	—	16.6	12.9	12.0
U of New Mexico, I	34.4	25.6	20.6	17.2
Gallup, IV				18.6
W New Mexico U, IIA	32.2	27.0	21.1	15.5

NEW YORK

	Prof	Assoc prof	Asst prof	Inst
Acad of Aeronautics, III	19.5	17.1	14.3	13.2
Adelphi U, I	35.0	26.9	22.2	18.8
Albany C of Pharmacy, IIB	32.4	26.8	—	—
Alfred U, IIA	28.2	21.8	17.8	15.1
NY St C of Ceramics, IIA	30.8	23.7	16.5	
Bard C, IIB	28.2	23.3	19.2	
Barnard C, IIB	38.8	26.8	19.9	15.9
Berkeley Sch, IV				12.8
Hicksville, IV				14.1
New York, IV				12.8
Brooklyn Law Sch, IIA	49.8	—	—	20.6
Bryant-Stratton Insts Powelson, IV				10.8
Canisius C, IIA	30.0	25.1	20.3	—
Cazenovia C, III	—	—	—	11.5
City U of NY				
Baruch C, IIA	40.9	32.4	25.8	21.2
Borough of Manhattan CC, III	39.8	32.8	27.6	19.4
Bronx CC, III	40.8	33.5	28.8	—
Brooklyn C, IIA	41.2	32.9	25.9	19.3
City C, IIA	42.0	33.9	27.2	22.4
Graduate Sch & U Center, I	42.5	30.2	—	
Hostos CC, III	40.1	34.0	27.2	18.1
Hunter C, IIA	41.0	33.1	24.8	19.4
John Jay C of Criminal Justice, IIA	39.1	31.6	25.4	22.8
Kingsboro CC, III	41.5	34.1	28.3	—
La Guardia CC, III	35.1	29.6	23.1	18.5
Lehman C, IIA	41.3	33.6	26.6	20.5
Medgar Evers C, IIB	38.6	29.9	23.8	19.1
New York City Tech C, III	40.9	33.4	26.9	18.1
Queens C, IIA	41.5	33.1	26.8	19.6
Queensborough CC, III	39.3	33.1	26.8	18.6
C of Staten Island, III	41.3	34.4	28.8	
York C, IIB	41.7	32.7	25.9	20.3
Clarkson C of Tech, IIA	37.5	28.5	22.8	19.2
Colgate U, IIA	38.1	27.9	20.2	15.6
C of Insurance, IIA	—	23.4	18.5	—
C of Mt St Vincent, IIB	—	20.1	17.5	14.9
C of New Rochelle, IIA	28.2	22.7	20.0	15.7
C of St Rose, IIA	26.8	20.9	17.7	15.4
Columbia U, I	42.1	30.4	21.8	—
Teachers C, I	37.4	27.8	20.7	16.3
Concordia C, IIB	21.6	—	15.3	—
Cooper Union, IIA	32.6	26.6	22.1	
Cornell U Endowed C's, I	39.7	27.9	22.8	17.9
Statutory C's, I	36.2	27.4	23.1	18.0
Culinary Inst of America, IV				20.9
Daemen C, IIB	22.2	18.1	16.0	
Dominican C, IIB	—	19.4	17.5	13.6
Dowling C, IIA	31.3	24.4	21.0	17.4
D'Youville C, IIB	—	19.7	15.3	13.9
Elizabeth Seton C, III	—	22.7	16.2	13.8
Elmira C, IIB	28.4	21.1	17.7	
Friends World C, IV				14.2
Hamilton C, IIB	35.5	27.3	19.5	16.4
Hartwick C, IIB	26.8	23.4	18.1	15.5
Hilbert C, IV	—	—	—	13.7
Hofstra U, I	33.0	26.6	21.8	18.1
Houghton C, IIB	20.0	17.7	15.7	—
Iona C, IIA	34.2	27.7	23.2	18.0
Ithaca C, IIB	29.5	24.1	19.6	15.1
Keuka C, IIB	20.4	16.9	14.7	14.3
King's C, IIB	21.9	—	16.5	—
Le Moyne C, IIB	28.7	22.6	18.4	16.4
Long Island U, IIA	30.0	24.8	19.8	16.4
Manhattan C, IIA	35.5	28.3	21.9	16.5
Manhattan Sch of Music, IV				14.5
Manhattanville C, IIA	25.2	21.1	15.7	13.9
Maria C, III	—	—	12.9	11.4
Marist C, IIB	27.2	24.0	19.9	—
Maryknoll Sch of Theol, IIA	14.6	—	—	
Marymount C, IIB	24.7	20.4	18.7	14.0
Marymount Manhattan C, IIB	—	24.8	20.5	—
Mater Dei C, III		—		10.8
Medaille C, IIB	—	17.7	15.7	14.0
Mercy C, IIB	31.8	25.0	20.2	14.9
Molloy C, IIB	25.0	20.5	16.7	12.5
Monroe Business Inst, IV				13.8
Mt St Mary C, IIB	24.9	19.4	16.6	12.7
Nazareth C of Rochester, IIA	28.7	23.2	19.2	16.7

NEW YORK—Continued

	Prof	Assoc prof	Asst prof	Inst
New Sch for Social Research, I	42.9	26.4	20.5	
New York Inst of Tech, IIA	32.8	26.1	20.8	16.3
NY Law Sch, IIA	46.8	36.5		
New York U, I	42.3	29.8	23.8	21.4
Niagara U, IIA	27.1	21.6	17.8	14.6
Olean Business Inst, IV				10.3
Pace U, IIA	33.6	28.0	22.8	17.8
Parsons Sch of Design, IIB				23.0
Paul Smith's C of Arts & Sci, III	22.3	19.7	16.2	13.6
Poly Inst of New York, I	35.5	27.2	21.5	
Pratt Inst, IIA	29.0	22.7	19.1	—
Rensselaer Poly Inst, I	39.5	29.0	23.8	—
Rochester Business Inst, IV				10.9
Rockefeller U, I	50.4	29.6	21.5	18.0
Russell Sage C, IIA	30.9	23.6	18.5	17.7
St Bonaventure U, IIA	27.2	22.4	18.4	15.9
St Francis C, IIB	32.4	25.3	19.9	—
St John Fisher C, IIB	28.7	23.2	19.6	17.0
St Joseph's C, IIB	21.8	19.4	16.4	13.5
St Lawrence U, IIB	33.0	25.2	19.3	16.9
Sarah Lawrence C, IV				26.5
Sch of Visual Arts, IV				21.0
Siena C, IIB	29.8	22.3	18.4	—
Skidmore C, IIB	32.8	23.9	19.1	16.9
St U of New York				
Albany, I	41.1	29.7	22.4	—
Binghamton, I	39.9	29.2	21.7	14.8
Buffalo Main Campus, I	41.7	29.1	22.3	—
Stony Brook Main Campus, I	41.4	28.1	21.1	—
St U of New York Ag & Tech C				
Alfred, III	29.0	25.1	20.8	16.4
Canton, III	27.7	21.6	19.0	15.5
Cobleskill, III	27.1	22.4	19.2	17.4
Delhi, III	27.6	21.7	17.9	13.4
Farmingdale, III	30.2	23.8	19.8	16.5
Morrisville, III	27.8	23.0	19.2	16.7
St U of New York C				
Brockport, IIA	33.2	26.5	21.7	16.3
Buffalo, IIA	32.2	25.1	20.7	17.2
Cortland, IIA	31.5	24.9	19.9	14.6
Fredonia, IIA	31.5	25.4	20.5	16.5
Geneseo, IIA	34.1	26.4	19.6	16.1
New Paltz, IIA	31.1	25.2	21.1	16.1
Old Westbury, IIA	32.8	24.7	18.4	16.6
Oneonta, IIA	32.0	25.6	20.5	—
Oswego, IIA	33.1	24.4	19.7	17.1
Plattsburgh, IIA	31.5	26.5	20.6	17.0
Potsdam, IIA	25.7	25.6	20.6	15.8
Purchase, IIA	31.9	24.2	19.3	16.9
St U of New York C				
of Tech Utica-Rome, IIA	—	26.1	19.5	—
of Environmental Science & Forestry, I	30.9	24.8	20.7	
of Optometry, IIA	—	30.1	26.5	—
St U of New York CC				
Clinton, III	—	19.7	16.1	
Corning, III	28.6	23.4	18.2	15.5
Finger Lakes, III	22.7	20.0	17.2	14.1
Dutchess, III	33.0	27.5	21.8	15.6
Jamestown, III	28.4	23.2	19.8	14.8
Monroe, III	31.1	25.9	21.3	17.0
Tompkins-Cortland, III	25.8	20.8	16.9	14.8
Ulster County, III	28.3	24.4	21.2	17.9
St U of New York				
Empire St C, IIB	30.0	25.4	20.5	19.2
Maritime C, IIB	32.7	23.1	19.6	—
Syracuse U, I	34.8	25.4	20.3	16.1
Utica C, IIB	25.6	21.2	17.3	—
Tech Career Insts, IV				17.6
Trocaire C, III	—	—	16.5	13.4
Union C, IIA	33.6	25.2	18.4	16.7
Union Theol Sem, IIA	20.6	—	11.3	
US Merchant Marine Acad, IIB	41.6	33.1	24.9	—
Vassar C, IIB	35.1	25.5	19.5	17.2
Villa Maria C, III		—	—	12.2
Wagner C, IIA	31.6	25.0	20.0	16.0
Wells C, IIB	23.5	20.4	16.6	—
Wood Sch, IV				13.6

NORTH CAROLINA

	Prof	Assoc prof	Asst prof	Inst
Anson Tech C, IV				13.2
Appalachian St U, IIA	29.3	24.1	21.8	18.0
Asheville Buncombe Tech C, IV				17.5
Atlantic Christian C, IIB	22.4	18.5	16.1	13.9
Barber-Scotia C, IIB	—	—	14.5	13.1
Beaufort County CC, IV				15.0
Belmont Abbey C*, IIB	—	17.4	15.7	14.0
Bennett C, IIB	20.1	16.8	15.7	13.7
Bladen Tech Inst, IV				13.0
Blue Ridge Tech C, IV				16.0
Brunswick Tech C, IV				14.2
Caldwell CC & Tech Inst, IV				14.2
Cape Fear Tech Inst, IV				16.9
Carteret Tech Inst, IV				14.5
Catawba C, IIB	20.3	16.9	15.1	13.1
Catawba Valley Tech C, IV				17.1
Central Carolina Tech C, IV				15.6
Central Piedmont CC, IV				19.5
Chowan C, IV				16.7
Cleveland Tech C, IV				15.3
Coastal Carolina CC, IV				15.5
C of the Albemarle, III		17.2	13.8	11.6
Craven CC, IV				18.8
Davidson C, IIB	32.6	25.6	20.2	17.3
Davidson County CC, IV				18.3
Duke U, I	38.1	27.8	22.6	—
Durham Tech Inst, IV				14.9
E Carolina U, IIA	31.5	26.1	21.2	18.4

NORTH CAROLINA—Continued

	Prof	Assoc prof	Asst prof	Inst
Edgecombe Tech C, IV				13.6
Elizabeth City St U, IIB	29.7	23.7	21.5	18.7
Elon C, IIB	25.2	19.6	17.2	15.0
Fayetteville St U, IIB	31.0	26.3	21.3	17.4
Fayetteville Tech Inst, IV				17.7
Forsyth Tech Inst, IV				17.5
Gardner-Webb C, IIB	20.4	16.9	16.5	13.7
Gaston C, IV				16.1
Greensboro C, IIB	21.8	19.5	17.1	14.9
Guilford C, IIB	26.1	20.9	16.8	—
Guilford Tech Inst, IV				17.0
Halifax CC, IV				15.1
Haywood Tech C, IV				14.6
High Point C, IIB	20.9	18.1	15.6	13.1
Isothermal CC, IV				15.7
James Sprunt Tech C, IV				14.1
Johnson Smith U, IIB	21.4	19.4	16.6	14.2
Johnston Tech C, IV				14.0
Lees-McCrae C, IV				14.8
Lenoir-Rhyne C, IIB	22.0	18.4	15.9	13.8
Livingstone C, IIB	—	16.7	14.9	12.1
Louisburg C, III	18.2	—	—	13.3
McDowell Tech Inst, IV				14.6
Mars Hill C, IIB	20.5	17.9	16.0	12.6
Martin CC, IV				15.2
Mayland Tech C, IV				14.5
Meredith C, IIB	24.6	20.1	16.4	14.9
Methodist C, IIB	17.1	16.1	15.4	—
Mitchell CC, IV				15.0
Montgomery Tech Inst, IV				13.7
Montreat-Anderson C, IV				15.0
Mt Olive C, IV	16.2			
Nash Tech Inst, IV				14.9
North Carolina Ag & Tech St U, IIA	30.7	26.1	26.0	17.4
NC Central U, IIA	31.1	25.6	21.6	17.7
NC Sch of the Arts, IV				21.3
NC St U at Raleigh, I	38.1	28.1	23.1	16.5
NC Wesleyan C, IIB	21.4	18.1	15.4	—
Pamlico Tech C, IV				15.3
Peace C, IV				17.3
Pembroke St U, IIB	29.9	24.9	22.2	18.0
Pfeiffer C, IIB	20.6	16.7	16.4	11.8
Piedmont Bible C, IIB				10.9
Pitt CC, IV				14.9
Queens C, IIB	22.9	20.3	15.1	—
Randolph Tech C, IV				15.1
Richmond Tech C, IV				17.4
Roanoke-Chowan Tech C, IV				15.3
Robeson Tech C, IV				16.8
Rockingham CC, IV				16.6
Rowan Tech C, IV				17.3
Sacred Heart C, IIB	—	—	14.6	
St Andrew's Presbyterian C, IIB	22.9	21.9	17.2	15.6
St Augustine's C, IIB	19.0	17.5	14.9	12.0
St Mary's C, III	—	18.1	14.7	12.3
Salem C, IIB	23.1	19.0	16.9	—
Sampson Tech C, IV				14.0
Sandhills CC, IV				15.6
Shaw U, IIB	22.6	20.1	16.6	12.8
SE Baptist Theol Sem, IIA	24.3	17.9	—	
Southeastern CC, IV				14.4
SW Tech C, IV				15.5
Stanly Tech C, IV				12.4
Surry CC, IV				15.1
Tech C of Alamance, IV				17.0
Tri-County CC, IV				14.0
U of North Carolina				
Asheville, IIB	30.4	25.8	21.2	
Chapel Hill, I	41.5	29.5	24.3	21.0
Charlotte, IIA	33.3	26.3	21.6	17.5
Greensboro, I	38.5	27.9	22.2	18.0
Wilmington, IIB	30.6	25.0	21.3	17.6
Vance-Granville CC, IV				15.7
Wake Forest U, IIA	33.4	27.0	21.6	15.4
Wake Tech C, IV				15.7
Warren Wilson C, IV				11.6
Wayne CC, IV				16.2
W Carolina U, IIA	30.6	25.2	21.0	15.9
W Piedmont CC, IV				15.5
Wilkes CC, IV				17.2
Wilson County Tech Inst, IV				16.0
Wingate C, IIB	22.1	18.8	17.1	16.8
Winston Salem St U, IIB	28.9	24.8	22.1	15.8

NORTH DAKOTA

	Prof	Assoc prof	Asst prof	Inst
Dickinson St C, IIB	26.9	24.3	21.5	18.8
Jamestown C, IIB	26.0	—	20.3	—
Lake Region CC, IV				18.2
Mayville St C, IIB	29.3	26.0	20.0	—
North Dakota St Sch of Science, IV				22.5
North Dakota St U, I	31.8	22.9	20.8	17.2
Bottineau, IV				23.1
Standing Rock CC, IV				18.4
Trinity Bible Inst, IV				10.2
U of North Dakota, I	31.6	25.8	21.5	18.7
Williston, IV				19.3
Valley City St C, IIB	30.7	24.6	22.4	—

OHIO

	Prof	Assoc prof	Asst prof	Inst
Air Force Inst of Tech, I	37.8	32.9	32.9	
Ashland C, IIB	27.2	23.5	20.1	15.6
Baldwin-Wallace C, IIB	30.4	22.0	18.1	
Belmont Tech C, III			—	16.4
Bluffton C, IIB	20.2	16.8	15.1	—
Bowling Green St U, I	34.1	26.6	20.9	17.2
Firelands, III		25.7	19.8	16.3
Capital U, IIB	26.1	18.7	16.8	13.6
Case Western Reserve U, I	36.7	27.1	21.6	19.2
Cedarville C, IIB	22.7	19.6	17.3	—
Central Ohio Tech C IV				18.3
Cincinnati Bible Sem, IIB	20.0			

OHIO—Continued

	Prof	Assoc prof	Asst prof	Inst
Circleville Bible C, IIB	9.4		—	
Clark Tech C, III		22.3	19.9	16.7
Cleveland St U, IIA	36.8	27.2	22.7	18.5
C of Mt St Joseph, IIB	21.2	18.5	15.6	14.3
C of Wooster, IIB	28.4	23.9	19.1	15.5
Columbus C of Art & Design, IIB	—	21.5	16.5	18.2
Columbus Tech Inst, IV				18.0
Cuyahoga CC, IV				27.2
Defiance C, IIB	21.1	18.6	17.5	—
Denison U, IIB	29.7	19.8	18.7	16.3
Dyke C, IIB			14.7	12.7
Edison St CC, IV				20.3
Findlay C, IIB	24.3	20.4	17.4	14.5
Franklin U, IV				20.8
Hebrew Union C, I	43.3	28.2	—	
Heidelberg C, IIB	23.1	18.0	15.8	—
Hiram C, IIB	26.8	20.8	17.0	13.5
Jefferson Tech C, III		20.5		15.3
John Carroll U*, IIA	27.5	23.2	20.0	20.7
Kent St U, I	30.9	23.7	20.1	16.4
Ashtabula, III		—	19.3	15.2
E Liverpool, III			17.0	
Salem, III		23.0	19.5	
Stark County, III		23.0	20.6	—
Trumbull, III		22.6	18.9	—
Tuscarawas, III		22.2	19.2	—
Kenyon C, IIB	34.1	25.9	20.1	15.9
Kettering C of Medical Arts, III	—	—	16.3	15.3
Lakeland CC, IV				26.5
Lima Tech C, III			21.4	17.6
Lorain County CC, III	29.4	28.0	22.4	17.7
Malone C, IIB	21.1	17.5	15.4	—
Marietta C, IIB	25.8	20.7	19.2	—
Marion Tech C, IV				19.3
Miami-Jacobs JC of Business, IV				9.1
Miami U, I	34.0	25.8	20.6	18.1
Hamilton, III		24.9	19.3	17.9
Middletown, III		23.5	19.8	21.3
Michael J Owens Tech C, III	25.5	21.8	19.5	16.8
Mt Union C, IIB	26.1	20.5	18.2	14.9
Mt Vernon Nazarene C, IIB	21.0	18.0	15.5	—
Muskingum Area Tech C, III		20.1	18.8	18.0
Muskingum C, IIB	25.8	20.5	17.5	14.4
N Central Tech C, III		19.8	17.6	15.9
NW Tech C, IV				16.3
Notre Dame C*, IIB			—	11.5
Oberlin C, IIB	34.9	25.9	20.0	17.0
Ohio Dominican C, IIB	22.0	19.3	16.1	12.1
Ohio Northern U, IIB	27.4	22.5	19.7	16.7
Ohio St U, I	38.6	28.9	23.8	17.9
Ohio U, I	31.4	24.6	20.2	15.9
Belmont, III		24.5	21.1	
Chillicothe, III		—	19.8	
Lancaster, III		23.0	19.2	16.0
Zanesville, III		21.5	18.7	—
Ohio Wesleyan U, IIB	29.4	22.9	19.0	—
Otterbein C, IIB	26.0	19.8	16.5	15.3
Pontifical C Josephinum, IIA	—	10.7	5.7	
Rio Grande C, IIB	—	19.7	19.1	14.8
Shawnee St CC, III		23.1	19.2	16.1
Sinclair CC, III	23.7	19.0	16.3	14.2
S Ohio C, IV				11.2
Southern St CC, III		17.7	15.8	12.8
Stark Tech C, III		25.4	21.3	16.5
Terra Tech C, IV				18.2
Tiffin U, IIB			—	13.8
Trinity Lutheran Sem, IIA	23.0	—	—	
United Theol Sem, IIA	22.0	—	—	
U of Akron, I	34.0	27.1	21.9	18.2
Wayne General & Tech C, III			17.4	—
U of Cincinnati, I	36.4	27.5	21.9	16.1
Clermont General & Tech C, III		—	21.1	—
Raymond Walters C, III	—	25.5	20.0	15.3
U of Dayton, IIA	29.1	25.1	20.1	15.3
U of Steubenville*, IIB	22.2	18.4	14.3	12.5
U of Toledo, I	33.1	26.0	21.9	18.5
Ursuline C, IIB	19.6	—	15.8	15.8
Walsh C, IIB	20.7	17.5		
Washington Tech C, IV				15.9
Wilberforce U, IIB	—	18.2	15.5	13.7
Wilmington C, IIB	21.3	18.7	15.3	—
Wittenberg U, IIB	29.4	24.2	19.8	18.4
Wright St U, IIA	31.0	24.2	19.4	16.0
W Ohio, IIA		—	18.7	16.1
Xavier U, IIA	29.4	24.1	19.9	16.4
Youngstown St U, IIA	32.7	27.2	22.2	17.1

OKLAHOMA

	Prof	Assoc prof	Asst prof	Inst
Bacone C, III		-	16.7	—
Bartlesville Wesleyan C, IV				16.4
Bethany Nazarene C, IIA	21.2	19.3	17.9	15.2
Cameron U, IIB	28.2	25.5	22.0	18.5
Carl Albert JC, IV				20.6
Central St U, IIA	30.4	27.7	24.9	20.4
Claremore JC, IV				21.4
Connors St C, IV				21.2
E Central Okla St U, IIA	28.1	26.1	23.5	18.8
E Okla St C, IV				21.7
El Reno JC, IV				21.5
Langston U, IIB	26.7	24.8	25.3	19.1
Murray St C, IV				21.5
NE Okla A&M C, IV				21.8
NE Okla St U, IIA	28.4	24.2	20.8	18.3
N Okla C, IV				20.9
NW Okla St U, IIA	29.4	26.3	22.8	17.6
Okla Baptist U, IIB	23.9	20.7	17.3	14.4
Okla Christian C, IIB	25.2	22.9	20.0	15.1
Oklahoma City U, IIA	27.4	19.1	18.0	14.2
Okla Panhandle St U, IIB	26.1	24.1	—	19.1
Oklahoma St U, I	33.3	25.8	21.8	16.3
Tech Inst, III		24.1	20.7	18.1
Oscar Rose JC, IV				21.5
Phillips U, IIA	21.7	18.7	16.6	—
St Gregory's C*, IV				17.7
Sayre JC, IV				20.2
Seminole JC, IV				20.5
S Okla City JC, IV				21.4
SE Okla St U, IIA	27.4	23.8	21.2	17.6
SW Okla St U, IIA	30.1	27.9	25.6	19.6
Tulsa JC, IV				21.9
U of Oklahoma, I	34.0	26.3	20.9	13.2

OKLAHOMA—Continued

	Prof	Assoc prof	Asst prof	Inst
U of Science & Arts of Oklahoma, IIB	—	27.0	23.9	20.0
U of Tulsa, I	32.6	25.9	20.4	16.8
W Okla St C, IV				21.5

OREGON

	Prof	Assoc prof	Asst prof	Inst
Bassist C, IV				14.5
Blue Mountain CC, IV				23.2
Central Oregon CC, III	28.9	23.6	21.4	18.4
Chemeketa CC, IV				21.6
Concordia C, III	18.2	—	9.7	—
E Oregon St C, IIA	28.5	22.3	19.0	—
George Fox C, IIB	23.6	20.4	16.8	
Lane CC, IV				21.8
Lewis & Clark C, IIA	34.7	25.4	20.1	—
Linfield C, IIA	24.0	29.3	16.0	
Mt Angel Sem, IIA				7.8
Mt Hood CC, IV				24.5
Oregon St U, I	31.8	24.9	20.7	15.3
Pacific NW C of Art, IV				15.8
Pacific U, IIA	27.9	21.6	18.0	
Portland CC, IV				22.8
Portland St U, IIA	29.6	23.6	20.6	16.3
Reed C, IIA	33.1	24.9	20.6	
Rogue CC, IV				20.3
S Oregon St C, IIA	27.0	22.8	18.7	—
SW Oregon CC, III	30.0	24.9	20.8	—
Treasure Valley CC, IV				18.7
Umpqua CC, IV				22.7
U of Oregon, I	33.0	24.8	20.2	16.8
U of Portland, IIA	24.3	21.6	18.8	
Warner Pacific C, IIA	—	17.5	15.5	
W Baptist C, IIB	—	14.7		—
W Conservative Baptist Sem, IIA	23.2	20.7	19.1	
W Evangelical Sem, IIA	20.3			
W Oregon St C, IIA	27.0	21.7	20.2	16.8
W States Chiropractic C, IIA	—	—	18.8	—
Willamette U, IIA	31.3	23.5	19.2	

PENNSYLVANIA

	Prof	Assoc prof	Asst prof	Inst
Acad of the New Church, IIA	—	23.7	23.4	—
Albright C, IIB	29.4	23.7	19.6	17.3
Allegheny C, IIB	29.5	22.4	17.3	14.4
Allentown C of St Francis de Sales, IIB	—	19.9	16.0	15.4
Alvernia C*, IIB		—	—	11.0
Art Inst of Pittsburgh, IV				14.6
Baptist Bible C of Pa, IIA	—	17.9	—	13.2
Beaver C, IIB	28.2	21.3	16.4	—
Berean Inst, IV				11.5
Bloomsburg St C, IIA	33.4	27.5	21.1	16.4
Bryn Mawr C, I	32.6	25.4	20.7	
Bucknell U, IIA	35.3	26.8	20.6	19.8
Bucks County CC, III	27.5	23.6	17.0	—
Butler County CC, III	27.9	24.9	21.6	—
Cabrini C*, IIB	—	20.6	19.1	—
California St C, IIA	33.6	27.6	22.5	—
Carlow C*, IIB	26.8	20.5	16.7	14.2
Cedar Crest C, IIB	25.3	18.9	16.4	—
Center for Degree Studies, IV				12.6
Central Pa Business Sch, IV				10.5
Cheyney St C, IIB	33.8	27.9	23.0	19.0
Clarion St C, IIA	32.7	27.5	21.9	17.8
Venango, III	—	—	22.4	—
C Misericordia, IIB	—	19.0	16.7	14.3
CC of Allegheny County, III	24.7	22.6	19.6	—
CC of Beaver County, III	—	22.3	19.8	15.7
CC of Philadelphia, III	32.0	28.6	23.8	19.4
Del Valley C of Science & Agriculture, IIB	25.3	22.2	19.4	16.3
Dickinson C, IIB	29.5	23.4	18.2	16.6
Dickinson Sch of Law, IIA	39.8	—	—	
Drexel U, IIA	37.1	26.9	21.9	17.5
Duquesne U*, IIA	31.1	23.9	19.9	15.9
E Stroudsburg St C, IIA	33.4	26.8	21.8	—
E Baptist Theol Sem, IIA	25.5	—	—	
Eastern C, IIB	25.0	20.6	17.0	
Edinboro St C, IIA	33.7	27.7	22.5	—
Elizabethtown C, IIB	27.0	23.5	20.2	—
Franklin & Marshall C, IIB	34.4	26.0	19.1	16.1
Gannon U, IIA	25.4	22.4	20.1	15.6
Geneva C, IIB	26.0	22.1	17.5	—
Gettysburg C, IIB	32.3	24.5	18.9	17.4
Harcum JC, III	—	18.2	14.9	11.5
Harrisburg Area CC, III	26.4	22.2	18.6	14.7
Haverford C, IIB	32.7	24.7	19.5	16.9
Immaculata C*, IIB	24.6	23.7	—	
Indiana U of Pa, I	33.5	27.0	21.9	15.4
Juniata C, IIB	30.2	22.8	19.8	—
Keystone JC, IV				17.1
King's C, IIB	25.3	21.8	19.4	—
Kutztown St C, IIA	33.0	27.5	22.3	17.8
Lackawanna JC, III		—		9.4
Lafayette C, IIB	36.0	26.2	21.5	19.5
Lancaster Bible C, III	—	14.4	14.0	—
Lancaster Theol Sem, IIA	14.2			
La Roche C, IIB	—	20.2	17.5	—
La Salle C, IIB	33.6	27.2	21.7	18.4
Lebanon Valley C, IIB	25.1	20.9	17.0	—
Lehigh County CC, III	26.4	22.1	20.5	16.1
Lehigh U, I	36.8	27.1	22.4	21.2
Lincoln U, IIB	26.3	21.5	17.8	14.9
Lock Haven St C, IIB	33.4	27.5	22.6	17.6
Lutheran Theol Sem				
Gettysburg, IIA	19.3	—	—	—
Philadelphia, IIA	26.1	—	—	
Luzerne County CC, III	23.5	20.7	18.5	13.6
Lycoming C, IIB	27.0	21.5	18.0	15.3
McCarrie Sch of Health Science, IV				11.7
Manor JC, IV				13.9
Mansfield St C, IIA	33.1	27.6	21.6	15.8
Marywood C, IIA	24.8	21.4	19.1	16.7
Mercyhurst C, IIB	23.6	19.7	17.2	14.6
Messiah C, IIB	24.7	22.3	19.9	—
Millersville St C, IIA	33.5	27.2	22.0	17.9
Montgomery County CC, III	28.8	24.8	19.9	16.2
Moore C of Art, IIB	19.4	17.7	16.4	—
Moravian C, IIB	28.2	22.3	18.6	—
Mt Aloysius JC, III		16.4	16.0	13.8
Muhlenberg C, IIB	29.1	23.1	18.1	14.0

PENNSYLVANIA—Continued

	Prof	Assoc prof	Asst prof	Inst
Northampton County Area CC, III	23.9	20.7	19.9	15.3
O S Johnson Sch of Tech, IV				17.1
Pa C Podiatric Medicine, IIA	36.2	27.5	21.2	—
Pa St U, I	37.8	28.1	22.4	15.3
4-year campuses, IIA	32.7	27.6	21.7	18.1
2-year campuses, III	29.4	25.1	20.2	16.9
Peirce JC, III	21.8	19.8	17.5	14.6
Penn Tech Inst, IV				16.1
Pennco Tech, IV				14.3
Philadelphia C of Art, IIA	26.5	19.8	16.0	
Philadelphia C of the Bible, IIB	16.3	—	12.1	10.7
Philadelphia C of Pharmacy & Science, IIA	33.3	25.4	21.7	16.4
Philadelphia C of Textiles & Science, IIB	31.8	25.4	20.9	—
Pittsburgh Inst of Aeronautics, IV				14.5
Pittsburgh Tech Inst, IV				14.5
Point Park C, IIB	24.0	20.1	15.8	13.4
Reading Area CC, III	21.2	—	15.8	
Robert Morris C, IIB	25.7	23.6	21.2	18.7
Rosemont C, IIB	25.7	22.8	17.2	—
St Francis C*, IIA	23.5	20.4	17.4	14.9
St Joseph's U, IIB	31.8	24.8	19.8	15.0
St Vincent C*, IIB	25.3	21.3	16.4	14.5
Seton Hill C, IIB	23.2	20.4	15.6	13.1
Shippensburg St C, IIA	33.5	27.5	22.5	17.7
Slippery Rock St C, IIA	33.6	27.5	22.0	17.8
Spring Garden C, IIB	26.1	20.2	16.9	—
Susquehanna U, IIB	29.3	23.8	20.3	16.9
Swarthmore C, IIB	37.5	28.6	22.0	18.4
Temple U, I	36.3	27.5	21.8	17.3
Thiel C, IIB	24.6	21.2	17.6	—
U of Pennsylvania, I	42.9	30.6	25.4	—
U of Pittsburgh, I	39.4	28.3	22.1	16.1
Bradford, III	—	24.2	19.7	14.2
Greensburg, III	—	22.0	19.3	14.6
Johnstown, IIB	30.1	24.4	20.7	16.1
Titusville, III		20.3	—	—
U of Scranton, IIA	28.3	23.9	20.3	17.3
Ursinus C, IIB	25.5	20.7	15.1	13.7
Valley Forge Christian C, IIB	—	—	—	10.7
Villa Maria C*, IIB	—	18.1	16.5	—
Villanova U, IIA	34.9	26.8	21.8	16.2
Washington & Jefferson C, IIB	27.1	22.5	19.3	18.3
Waynesburg C, IIB	22.6	19.3	16.9	16.0
West Chester St C, IIA	33.6	27.6	22.3	18.4
Westminster C, IIA	29.2	23.8	20.0	16.9
Westmoreland County CC, III	—	20.7	19.6	16.6
Widener C of Widener U, IIB	33.5	24.7	19.5	16.7
Wilkes C, IIA	27.3	23.3	18.7	15.7
Williamsport Area CC, III	20.6	20.2	19.2	17.2
Wilson C, IIB	24.9	19.1	16.0	—
York C of Pa, IIA	30.9	24.7	20.9	16.7

RHODE ISLAND

	Prof	Assoc prof	Asst prof	Inst
Barrington C, IIB	—	—	14.4	
Brown U, I	38.2	26.9	20.5	—
Bryant C of Business Admin, IIA	33.2	27.7	22.8	21.3
New England Inst of Tech, III			16.5	13.8
Providence C*, IIA	32.5	26.9	21.8	18.3
Rhode Island C, IIA	29.7	23.5	20.4	16.6
CC of Rhode Island, III	26.5	22.8	19.7	13.0
Rhode Island Sch of Design, IIA	25.5	21.4	16.9	—
Roger Williams C, IV	-			23.8
Salve Regina-Newport C, IIA	23.9	20.1	17.0	13.9
U of Rhode Island, I	32.3	25.5	21.6	15.9

SOUTH CAROLINA

	Prof	Assoc prof	Asst prof	Inst
Aiken Tech C, IV				18.0
Anderson C, IV				16.3
Baptist C at Charleston, IIB	20.7	18.0	15.0	—
Beaufort Tech C, IV				16.5
Benedict C, IIB	21.2	15.4	14.6	11.9
Central Wesleyan C, IIB	15.8	14.1	11.3	
Chesterfield-Marlboro Tech C, IV				17.2
Citadel Military C of SC, IIA	32.0	25.9	21.5	
Claflin C, IIB	17.8	16.5	15.0	13.3
Clemson U, I	37.2	28.0	21.8	16.3
Clinton JC, III				7.4
Coker C, IIB	23.8	18.5	15.1	—
C of Charleston, IIA	28.2	24.4	19.7	16.6
Columbia C, IIB	21.8	19.5	16.8	14.5
Converse C, IIA	25.5	19.5	17.6	16.2
Denmark Tech C, IV				15.4
Erskine C & Sem, IIA	21.8	17.8	15.5	
Florence Darlington Tech C, IV				17.8
Francis Marion C, IIB	32.3	24.5	19.5	14.6
Furman U, IIA	28.3	23.1	18.1	14.4
Greenville Tech C, IV				18.7
Horry-Georgetown Tech C, IV				17.3
Lander C, IIB	29.1	23.7	19.5	15.4
Limestone C, IIB	20.7	18.1	16.0	
Lutheran Theol Southern Sem, I	20.9	—		
Midlands Tech C, IV				19.6
Morris C, IIB		14.9	13.3	12.2
Newberry C, IIB	20.5	17.3	16.4	14.9
N Greenville C, III		—	12.7	11.3
Orangeburg Calhoun Tech C, IV				16.6
Piedmont Tech C, III				17.2
Presbyterian C, IIB	25.7	20.5	17.0	—
Spartanburg Methodist C, IV				17.3

Continued on Following Page

FACT-FILE—Continued

SOUTH CAROLINA—Continued

	Prof	Assoc prof	Asst prof	Inst
Spartanburg Tech C, IV				17.3
Sumter Area Tech C, IV				17.9
Tri-County Tech C, IV				18.2
Trident Tech C, IV				17.9
U of South Carolina				
Aiken, IIB	28.7	22.2	18.2	—
Beaufort, III		—	17.3	—
Coastal Carolina, IIB	26.3	22.7	19.7	16.5
Columbia, I	36.6	27.4	21.7	17.1
Lancaster, III		21.5	18.4	—
Salkehatchie, III	—	—	17.0	—
Spartanburg, IIB	—	22.2	20.0	18.0
Sumter, III		—	18.4	16.8
Voorhees C, IIB	20.9	16.8	14.0	12.3
Winthrop C, IIA	32.0	26.4	21.4	15.0
Wofford C, IIB	28.5	22.2	17.8	—
York Tech C, IV				18.3

SOUTH DAKOTA

	Prof	Assoc prof	Asst prof	Inst
Augustana C, IIA	25.5	21.3	18.4	14.4
Black Hills St C, IIA	24.0	20.2	18.1	14.5
Dakota St C, IIB	22.8	19.7	17.6	15.6
Dakota Wesleyan U, IIB	22.1	20.1	16.2	—
Freeman JC, III		—		11.3
Huron C, IIB	—	15.6	13.5	—
Mt Marty C, IIB		—	15.8	13.7
National C, IV				14.4
Northern St C, IIA	24.8	21.6	18.6	16.8
Oglala Sioux CC, IV				16.1
Presentation C, IV				14.3
Sioux Falls C, IIB	20.3	18.4	17.7	—
S D Sch of Mines & Tech, IIA	28.6	22.9	20.1	16.2
South Dakota St U, IIA	26.0	21.5	18.4	16.2
U of South Dakota, I	28.2	22.8	18.4	14.7
Springfield, IIB	23.4	21.3	19.4	17.0
Yankton C, IIB	—	16.0	14.1	14.1

TENNESSEE

	Prof	Assoc prof	Asst prof	Inst
Austin Peay St U, IIA	25.8	20.9	17.3	14.2
Belmont C, IIB	23.4	20.0	17.0	15.5
Bethel C, IIB	18.5	16.2	—	13.3
Bryan C, IIB	21.6	—	16.4	
Carson-Newman C, IIB	22.6	19.2	16.5	—
Chattanooga St Tech CC, III	–	21.4	19.6	17.4
Christian Brothers C, IIB	27.4	21.3	15.9	17.0
Cleveland St CC, III	22.8	19.2	16.1	13.9
Columbia St CC, III	—	20.7	19.3	14.9
Cumberland C, IV				12.8
David Lipscomb C, IIB	22.0	18.6	16.5	14.0
Dyersburg St CC, III		—	17.3	14.4
E Tenn St U, IIA	28.4	23.3	19.2	15.7
Free Will Baptist Bible C, IV				16.9
Freed-Hardeman C, IV				17.6
Hiwassee C, IV				14.5
Jackson St CC, III		19.3	17.1	15.2
King C, IIB	22.5		16.0	
Lambuth C, IIB	20.8	18.6	15.2	
Lane C, IIB	15.4	14.7	13.5	11.7
Le Moyne-Owen C, IIB	—	16.7	16.2	13.8
Lincoln Memorial U, IIB	—	—	14.2	11.7
Martin C, III	19.9		—	
Maryville C, IIB	19.4	15.8	13.8	12.5
Memphis St U, I	29.6	23.6	19.0	14.7
Middle Tenn St U, I	27.3	22.9	19.0	15.5
Motlow St CC, III	20.2	19.7	—	15.8
Nashville St Tech Inst, III	22.0	19.3	18.2	13.9
Roane St CC, III		20.9	17.9	15.6
Shelby St CC, III	21.7	18.9	15.5	13.6
Southern C of Optometry, IIA		—	31.3	25.6
Southern Missionary C, IIB	17.6	16.7	15.6	13.9
Southwestern at Memphis, IIB	27.6	23.2	17.7	
St Tech Inst at Memphis, III	21.8	18.7	16.9	14.1
Steed C, IIB				10.0
Tennessee St U, IIA	29.4	23.4	19.1	15.9
Tenn Tech U, IIA	28.3	22.6	19.2	15.2
Tenn Temple U, IV				10.9
Tenn Wesleyan C, IIB	—	—	—	11.9
Tomlinson C, IV				14.7
Trevecca Nazarene C, IIB	19.8	17.2	15.3	
Union U, IIB	23.3	18.9	17.4	14.8
U of the South, IIB	27.7	22.1	18.3	16.4
U of Tennessee				
Chattanooga, IIA	27.4	22.7	18.0	—
Institute of Ag, IIA	29.3	25.1	22.1	—
Knoxville, I	30.6	23.7	19.6	14.8
Martin, IIA	24.3	21.1	17.9	—
Vanderbilt U, I	36.6	25.9	20.3	18.0
Volunteer St CC, III	23.1	20.1	18.3	15.8
Walters St CC, III	—	19.3	17.3	15.5

TEXAS

	Prof	Assoc prof	Asst prof	Inst
Abilene Christian U, IIA	26.8	22.4	18.9	15.2
Alvin CC, IV				23.9
Amarillo C, III	25.1	23.3	20.8	19.8
Angelina C, IV				19.8
Angelo St U, IIA	30.5	26.7	23.8	16.8
Austin C, IIA	26.0	20.8	16.5	
Austin CC, IV				21.3
Baylor U, I	34.5	25.9	21.5	19.6
Bee County C, IV				19.0
Bishop C, IIB	19.8	18.1	17.1	14.8
Blinn C, IV				22.7
Brazosport C, IV				21.6
Brookhaven C, IV				24.4
Central Texas C, IV				23.5
Cisco JC, IV				17.4
Clarendon C, IV				18.5
College of the Mainland, IV				23.1
Concordia Lutheran C, III	—	—	14.9	
Cooke County C, IV				19.9

TEXAS—Continued

	Prof	Assoc prof	Asst prof	Inst
Corpus Christi St U, IIA	31.1	24.5	20.2	—
Dallas Baptist C, IIB	24.9	21.4	17.7	
Del Mar C, III	31.1	26.0	22.9	19.7
East Texas St U, I	31.0	24.9	21.0	18.2
Eastfield C, IV				26.7
El Centro C, IV				23.4
El Paso County CC, IV				19.6
Episcopal Theol Sem of the SW, IIA	32.4			
Frank Phillips C, IV				23.7
Galveston C, IV				21.2
Grayson County JC, IV				21.1
Gulf Coast Bible C, IIB	19.3			—
Hardin-Simmons U, IIA	22.8	19.4	16.9	14.0
Henderson County JC, IV				19.5
Hill JC, IV				16.9
Houston Baptist U, IIB	24.9	22.8	20.2	18.0
Houston CC, IV				19.7
Howard County JC, IV				21.2
Howard Payne U, IIB	18.2	17.0	15.9	13.6
Huston-Tillotson C, IIB	21.4	17.4	15.6	—
Incarnate Word C, IIA	24.7	20.2	16.8	14.0
Jacksonville C, IV				14.0
Jarvis Christian C, IIB	21.6	18.0	—	13.9
Kilgore C, IV				21.9
Lamar U, IIA	31.0	25.7	21.4	16.7
Laredo St U, IIA	28.7	25.2	22.0	
Lee C, IV				26.2
Le Tourneau C, IIB	—	17.6	15.9	14.5
Lon Morris C, IV				16.9
Lubbock Christian C, IIB	20.0	18.1	14.7	—
McLennan CC, IV				21.0
McMurry C, IIB	21.7	19.2	16.1	
Midland C, III				21.8
Midwestern St U, IIA	31.5	21.4	21.2	14.9
Mountain View C, IV				26.4
Navarro C, IV				20.3
N Harris County C, IV				22.2
N Texas St U, I	32.7	26.7	22.5	18.9
Odessa C, III	30.9	24.8	22.9	20.3
Our Lady of the Lake U, IIA	23.3	19.8	17.4	12.7
Pan American U, IIA	32.0	25.4	20.8	17.6
Panola JC, IV				16.8
Paris JC, IV				18.4
Paul Quinn C, IIB	—		—	11.2
Prairie View A&M U, IIA	—	24.9	21.8	19.4
Ranger JC, IV				16.7
Rice U, I	38.4	28.0	22.6	19.4
Richland C, IV				25.9
St Edward's U, IIB	25.4	20.3	16.6	13.8
St Mary's U, IIA	30.2	20.9	17.7	—
St Philip's C, III	27.8	24.4	21.0	17.6
Sam Houston St U, IIA	30.8	26.2	22.5	—
San Antonio C, III	27.7	24.6	21.6	15.8
San Jacinto C Central Campus, IV				24.7
S Plains C, III	23.5	23.1	20.6	18.1
S Texas C of Law, IIA	39.8	—		
S Methodist U, I	36.6	26.7	21.5	15.3
SW Texas JC, IV				21.0
SW Texas St U, IIA	31.5	27.3	21.3	16.8
SW Assemblies of God C, III			16.0	13.5
SW Christian C, III			—	12.1
Southwestern U, IIB	25.8	21.3	17.6	—
Stephen Austin St U, IIA	30.6	25.3	21.3	17.0
Sul Ross St U, IIA	28.9	25.1	19.7	16.0
Tarleton St U, IIA	27.8	23.5	20.9	16.6
Temple JC, IV				19.6
Texarkana CC, III	22.0	21.8	17.1	15.9
Texas A&I U, IIA	29.6	23.8	20.4	17.0
Texas A&M U, I	40.2	31.5	25.3	19.5
Galveston, IIB		21.6	21.6	
Texas Christian U, I	30.9	23.1	19.7	16.6
Texas C, IIB	—	16.2	13.1	10.9
Texas C of Osteopathic Medicine, IIA	46.1	34.8	32.8	—
Texas Lutheran C, IIB	23.3	20.3	18.1	—
Texas Southern U, I	29.5	25.2	20.2	16.2
Texas Southmost C, IV				20.8
Texas St Tech Inst				
Amarillo, III	20.2	19.8	16.9	
Harlingen, IV				17.9
Waco, III	23.5	20.3	17.0	
Texas Tech U, I	34.2	26.8	21.4	15.7
Texas Wesleyan C, IIB	22.4	21.0	19.8	
Texas Woman's U, I	33.2	26.9	21.7	18.5
Trinity U, IIA	33.2	26.8	21.4	20.0
Tyler JC, IV				18.6
U of Dallas, I	27.2	24.1	19.7	—
U of Houston, I	37.9	27.9	23.2	20.1
Clear Lake City, IIA	32.6	26.7	22.5	21.7
Downtown C, IIB		22.1	18.6	14.9
Victoria, IIA	—	26.4	—	
U of Mary Hardin-Baylor, IIB	20.0	17.6	14.7	—
U of St Thomas*, IIA	21.5	18.4	17.5	15.5
U of Texas				
Arlington, IIA	34.2	26.1	20.7	15.7
Austin, I	38.7	27.6	22.9	16.9
Dallas, I	37.5	27.2	21.6	16.7
El Paso, IIA	32.4	27.1	21.8	18.1
Permian Basin, IIA	30.0	24.1	20.0	
San Antonio, IIA	33.2	26.8	20.5	19.7
Tyler, IIA	28.5	22.5	19.4	—
Vernon Regional JC, IV				18.4
Victoria C, IV				23.2
Weatherford C, IV				18.7
W Texas C, III	26.3	22.5	19.2	17.5
W Texas St U, IIA	30.0	25.0	20.7	17.0
Wharton County JC, IV				23.2
Wiley C, IIB	17.6	14.6	—	12.2

UTAH

	Prof	Assoc prof	Asst prof	Inst
C of Eastern Utah, IV				20.0
Dixie C, III	26.1	23.7	21.1	15.4
Snow C, III	23.9	23.0	19.1	16.3
S Utah St C, IIB	27.4	21.5	19.1	—
Stevens Henager C, IV				8.4
U of Utah, I	35.1	25.5	20.9	17.8
Utah St U, I	31.2	24.4	19.7	15.9
Utah Tech C				
Provo, IV				20.6
Salt Lake, IV				20.6
Weber St C, IIA	28.5	23.8	20.4	15.9
Westminster C, IIB	17.6	13.5	12.8	—

VERMONT

	Prof	Assoc prof	Asst prof	Inst
Bennington C, IV				18.4
Green Mountain C, IIB	19.9	19.1	16.2	—
Middlebury C, IIB	33.7	26.2	20.5	18.8
St Michael's C*, IIA	25.6	20.2	17.0	14.3
Trinity C, IIB	—	17.7	15.4	—
U of Vermont & St Ag C, I	31.9	24.6	20.0	16.3

VIRGINIA

	Prof	Assoc prof	Asst prof	Inst
Blue Ridge CC, III	—	23.3	19.8	16.0
Bridgewater C, IIB	22.9	19.1	16.8	—
Central Va CC, III	—	23.0	19.4	17.7
C of William & Mary, I	31.3	25.5	19.8	15.5
Richard Bland C, III	—	22.5	17.9	—
Christopher Newport C, IIB	26.6	21.9	20.2	18.0
Dabney Lancaster CC, III	—	22.3	19.2	15.3
E Shore CC, III	—	21.7	—	—
George Mason U, IIA	31.8	25.2	21.2	18.9
Germanna CC, III	—	21.6	19.3	—
Hollins C, IIB	30.5	24.3	18.5	—
James Madison U, IIA	28.6	23.7	20.1	16.7
J Sargeant Reynolds CC, III	24.9	21.4	19.0	16.2
John Tyler CC, III	23.3	22.4	18.0	15.0
Liberty Baptist C, IIB	22.6	20.4	18.3	15.9
Lord Fairfax CC, III	—	21.2	18.1	—
Mary Baldwin C, IIB	23.2	19.9	16.8	15.2
Mountain Empire CC, III	—	20.4	18.8	16.2
New River CC, III	24.8	22.5	19.0	15.5
Norfolk St U, IIA	27.9	23.2	19.1	15.7
N Virginia CC, III	26.3	23.2	19.7	16.5
Old Dominion U, IIA	33.0	25.4	20.9	15.9
Patrick Henry CC, III	—	21.5	18.5	14.6
Paul D Camp CC, III	—	22.0	18.6	15.9
Piedmont Va CC, III	—	20.7	18.7	21.9
Randolph-Macon C, IIB	25.7	21.4	17.4	—
Randolph-Macon Woman's C, IIB	26.4	21.1	17.8	—
Rappahannock CC, III	—	21.9	18.3	15.3
Shenandoah C & Conservatory of Music, IIB	—	16.8	15.5	11.7
Southside Va CC, III	—	20.7	18.3	15.7
SW Virginia CC, III	—	21.6	19.7	16.5
Sweet Briar C, IIB	27.6	21.6	17.7	—
Thomas Nelson CC, III	25.0	22.0	18.7	15.7
Tidewater CC, III	25.2	21.5	18.5	16.3
U of Richmond, IIA	33.4	25.8	18.9	14.4
U of Virginia, I	41.3	28.8	21.1	15.6
Clinch Valley C, IIB	23.8	18.7	16.3	
Virginia Commonwealth U, I	32.3	26.6	22.2	17.1
Va Highlands CC, III	—	22.2	19.1	15.7
Va Military Inst, IIB	27.1	22.5	20.4	15.9
Virginia Poly Inst & St U, I	38.7	28.6	22.6	16.9
Virginia St U, IIA	26.6	23.0	19.3	16.8
Va Wesleyan C, IIB	24.8	21.8	18.5	—
Va Western CC, III	25.5	22.5	19.4	16.2
Washington & Lee U, IIB	31.7	23.4	20.1	—
Wytheville CC, III	24.5	22.2	18.4	14.9

WASHINGTON

	Prof	Assoc prof	Asst prof	Inst
Bellevue CC, IV				25.0
Big Bend CC, IV				24.4
Central Washington U, IIA	30.3	25.0	21.8	—
Centralia C, IV				23.9
Clark C, IV				23.3
Columbia Basin CC, IV				23.2
Cornish Inst, IV				11.5
E Washington U, IIA	29.1	25.2	21.3	—
Edmonds CC, IV				23.9
Everett CC, IV				24.6
Evergreen St C, IV				26.4
Ft Steilacoom CC, IV				22.3
Gonzaga U, IIA	31.2	23.8	19.4	15.8
Grays Harbor C, IV				25.2
Green River CC, IV				26.3
Highline CC, IV				24.0
Lower Columbia C, IV				22.3
Lutheran Bible Inst of Seattle, IIB				22.0
N Seattle CC, IV				24.6
NW C of Assemblies of God, IIB		16.3	—	
Olympia Tech CC, IV				22.9
Olympic C, IV				25.0
Pacific Lutheran U, IIA	28.6	22.9	19.0	17.1
Peninsula C, IV				24.9
St Martin's C, IIB		19.1	15.7	
Seattle CC, IV				25.0
South Campus, IV				23.9
Seattle Pacific U, IIA	27.7	23.0	20.2	16.7
Seattle U*, IIA	27.5	23.1	19.3	17.7
Shoreline CC, III	24.1			19.6
Skagit Valley C, IV				23.5
Tacoma CC, IV				27.5
U of Puget Sound, IIA	28.1	23.3	19.2	
U of Washington, I	37.8	26.7	22.2	19.5
Walla Walla CC, IV				20.3
Washington St U, I	33.0	25.4	21.7	16.4
Wenatchee Valley C, IV				22.8
W Washington U, IIA	30.1	25.1	20.4	
Whatcom CC, IV				22.0
Whitman C, IIB	31.8	24.8	19.5	—
Whitworth C, IIA	26.2	21.8	17.9	—

WASHINGTON—Continued

	Prof	Assoc prof	Asst prof	Inst
Yakima Valley CC, IV				24.4

WEST VIRGINIA

	Prof	Assoc prof	Asst prof	Inst
Alderson-Broaddus C, IIB	—	18.2	15.7	13.8
Beckley C, IV	16.4			
Bethany C, IIB	25.5	21.1	17.1	—
Bluefield St C, IIB	23.4	20.8	18.5	15.2
Concord C, IIB	25.7	21.1	17.9	—
Davis & Elkins C, IIB	19.8	17.3	15.2	13.2
Fairmont St C, IIB	[illegible]	20.3	18.7	16.8
Glenville St C, IIB	24.2	21.5	18.9	16.0
Marshall U, IIA	27.4	23.2	19.6	15.0
Ohio Valley C, III		—	14.3	—
Parkersburg CC, III	23.1	20.2	17.8	15.9
Potomac St C, III	23.7	19.8	17.6	—
Salem C, IIB	—	18.2	15.2	13.2
Shepherd C, IIB	27.3	23.0	20.2	—
Southern West Virginia CC, III	—	—	18.7	15.3
W Liberty St C, IIB	25.8	21.7	18.7	16.8
W Va C of Graduate Studies, IIA	31.1	25.7	20.2	—
West Virginia Inst of Tech, IIB	27.2	22.7	20.1	16.8
West Virginia N CC, III	—	18.7	16.9	14.4
W Va Sch of Osteopathic Medicine, IIA	—	41.8	21.4	
West Virginia St C, IIB	25.9	22.0	18.7	15.9
West Virginia U, I	32.2	25.5	20.8	15.9
W Va Wesleyan C, IIB	22.0	19.0	17.0	14.3
Wheeling C, IIB	23.7	19.1	16.4	14.8

WISCONSIN

	Prof	Assoc prof	Asst prof	Inst
Alverno C, IIB	—	20.2	16.5	14.8
Beloit C, IIB	24.8	20.1	17.5	
Cardinal Stritch C*, IIA	—	17.9	15.1	—
Carroll C, IIB	27.5	22.5	20.5	
Carthage C, IIB	25.6	19.8	17.7	14.2
Concordia C, III	—	15.1	13.4	—
District One Tech Inst, IV				23.8
Edgewood C, IIB		18.0	—	
Gateway Tech Inst, IV				26.0
Inst of Paper Chemistry, IIA	36.6	32.4	25.6	—
Lakeland C, IIB	—	—	16.0	13.6
Lawrence U, IIB	31.6	26.0	19.9	
Madison Area Tech C, IV				26.0
Madison Business C, IV				11.4
Marian C, IIB		20.5	16.2	13.6
Marquette U, I	35.8	27.8	22.2	17.0
Milton C, IIB		—	14.8	
Milwaukee Sch of Engineering, IIA	25.5	21.7	19.7	—
Moraine Park Tech Inst, IV				20.1
Mt Mary C, IIB	—	20.7	15.8	—
Mt Senario C, IIB	—	—	14.4	—
Nashotah House, IIA	18.4			
Nicolet C & Tech Inst, IV				22.5
NE Wisconsin Tech Inst, IV				22.2
Northland C, IIB	20.5	17.0	—	13.8
Northwestern C, IIB	11.9			
Ripon C, IIB	30.0	22.8	18.2	—
St Norbert C*, IIB	28.1	23.3	17.3	—
U of Wisconsin				
Eau Claire, IIA	31.2	24.6	21.5	18.1
Green Bay, IIA	32.4	24.7	18.5	
La Crosse, IIA	30.6	25.4	23.7	22.0
Madison, I	35.3	25.5	21.9	19.4
Milwaukee, I	35.7	25.9	21.5	18.8
Oshkosh, IIA	30.8	25.8	22.3	19.2
Parkside, IIA	33.4	25.4	19.8	
Platteville, IIA	29.2	25.2	21.9	
River Falls, IIA	29.8	23.7	20.0	17.9
Stevens Point, IIA	29.1	23.8	20.8	18.1
Stout, IIA	29.6	24.0	20.6	18.4
Superior, IIA	31.7	25.0	19.5	—
Whitewater, IIA	30.5	25.1	22.1	19.6
Center System, III	27.1	23.0	19.5	15.8
Viterbo C, IIB	—	20.5	17.3	15.2
Waukesha County Tech Inst, IV				25.4
W Wisconsin Tech Inst, IV				22.0

WYOMING

	Prof	Assoc prof	Asst prof	Inst
Casper C, IV				24.1
Central Wyoming C, IV				22.3
E Wyoming C, IV				21.0
Laramie County CC, IV				23.6
Northwest CC, III	—	—	22.7	19.2
Sheridan C, IV				22.6
U of Wyoming, I	37.6	26.7	22.9	19.7
W Wyoming CC, III	—	30.0	26.3	22.1

PUERTO RICO

	Prof	Assoc prof	Asst prof	Inst
American C of Puerto Rico, IIB			9.1	8.3
Bayamon Central U, IIB			—	10.7
Caribbean U C, IV				11.3
Catholic U of Puerto Rico, IIA	17.3	13.8	11.5	9.6
Conservatory of Music of Puerto Rico, IIB		9.2		
Puerto Rico JC, III		14.2		10.4
San Juan Tech CC, IV				9.1
U of Puerto Rico				
Cayey U C, IIB	—	20.3	16.6	12.3
Humacao U C, IIB	25.3	19.6	15.8	13.4
Mayaguez, IIA	28.9	22.0	18.6	15.9
Rio Piedras, I	25.5	19.8	16.4	13.4

OTHER OUTLYING AREAS

	Prof	Assoc prof	Asst prof	Inst
American Samoa CC, IV				14.5
U of Guam, IIA	29.6	24.4	21.5	18.9
CC of Micronesia, IV				9.2
C of Virgin Islands, IIA	28.2	24.3	21.0	17.6

New Jersey Rules on Faculty Layoffs Are Held Valid

TRENTON, N.J.

The New Jersey Supreme Court has ruled that the policies and procedures approved last year by the state's board of higher education for laying off state-college employees in times of financial crisis are valid, even though they were adopted without consulting the faculty union that represents the employees.

The justices decided that the board, which is both a statewide regulatory agency with jurisdiction over higher education and an employer of state-college personnel, had the authority to establish regulations governing "terms and conditions of employment" without engaging in collective negotiations because its "employer role is basically secondary to its regulatory authority."

The justices affirmed a lower court's decision when they said that under New Jersey law the criteria for determining the existence of a fiscal emergency, for establishing the need for layoffs, and for rehiring employees who have been laid off were "clearly non-negotiable matters of management prerogative."

However, they modified the earlier decision by the appellate division of the superior court when they ruled that the procedures used to make personnel decisions could become matters for negotiation when they were not clearly spelled out in the regulations.

The Council of New Jersey State College Locals, the affiliate of the American Federation of Teachers (A.F.L.-C.I.O.) that represents faculty members in the four-year colleges, challenged the board's regulations for laying off personnel shortly after they were adopted in January, 1981.

Union Not Consulted

In general, the regulations allow trustees of any of the eight state colleges to declare "a state of fiscal exigency" at any time and lay off any employee, including tenured faculty members. The rules say only that college administrators should try to lay off faculty members on the basis of seniority, not that they must do so. The regulations also say that employees who have been dismissed must be considered for other available jobs and, if rehired, must be given ranks and salaries equivalent to those they had when they were laid off.

The board of higher education developed and adopted the layoff procedures without consulting the council, which represents about 3,200 faculty members in the state system.

In its lawsuit, the union argued, among other things, that if the board had the authority to establish regulations affecting the working conditions of its employees without negotiations, it could abuse its power and deprive state-college employees of some of their rights.

The suit also charged that the regulations, which suspend provisions for tenure and seniority for the duration of an emergency, violated New Jersey's tenure statutes.

Although the justices questioned the "soundness" of allowing an agency to pass regulations that affect the working conditions of its employees, they said the "mere potential" for abuse was not sufficient grounds to deny the authority. They said that "the statutory protections of tenure are inapplicable in cases of fiscal emergency."—BEVERLY T. WATKINS

Cost of Going to College Rises 11 Pct. in 12 Months, College Board Finds

NEW YORK

The total cost of attending college in 1982-83 will average 11 per cent higher than last year, the College Board estimates.

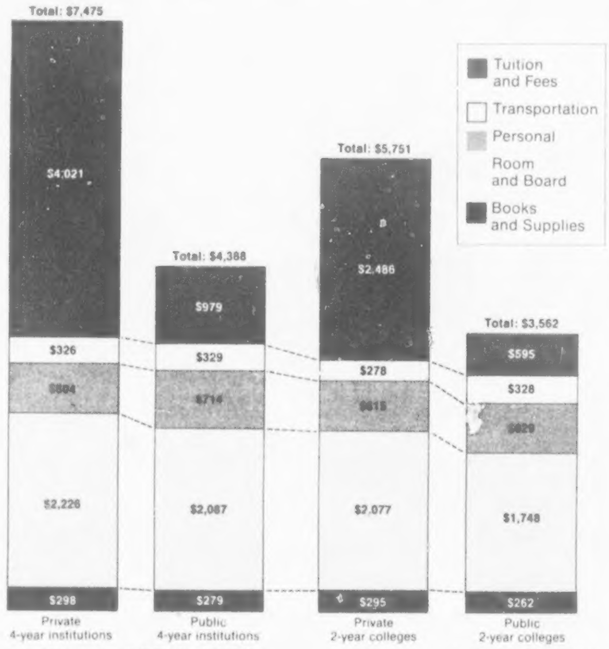
Tuition and fees, board and room, books and supplies, transportation, and personal expenses for a resident student attending a four-year public college in 1982-83 will add up to an average $4,388, the board reports. That's a one-year increase of 13 per cent.

At private four-year institutions, the average total cost for a resident student will be $7,475, an increase of 11.1 per cent.

Costs for resident students will be up an average of 9.1 per cent, to $3,562, at public two-year colleges and 10.4 per cent, to $5,751, at private two-year colleges.

The estimated total cost for commuting students will also increase substantially. Even so, it will be $800 to $1,000 lower, on the average, than for resident students, the College Board reports.

For commuting students, the one-year increase in average total cost is estimated at 12.5 per cent at public four-year institutions, 12.6 per cent at private four-year institutions, 10.9 per cent at public two-year colleges, and 14.3 per cent at private two-year colleges.



CHRONICLE CHART BY PETER H. STAFFORD

SOURCE: COLLEGE BOARD

The averages were estimated on the basis of reports from more than 3,300 institutions. A list of the figures for the individual institutions is included in *The College Cost Book, 1982-83*, published this month and available for $9.95 from College Board Publications, Department E45, Box 886, New York 10101.

Private Colleges

Continued from Page 1

over $36,000, the increase was 156 per cent.

The survey data were based on a national sample of 122 private colleges and universities with enrollment over 500.

During the two years, average student expenses—including tuition, room, and board—at private colleges and universities rose from $5,800 to $7,211, according to the survey.

To cover the increase, students have turned from federal grants to aid from their institutions, and are much more dependent on borrowing and their own earnings.

On the average, federal aid to students in the form of Pell Grants declined from $668 in 1979-80 to $494 in 1981-82, according to the survey. The average supplemental grant stayed about the same: $208 the first year and $207 two years later. The average state grant declined from $610 to $574.

Scholarship grants from the colleges' own funds increased from $564 to $777, the survey found.

The average amount of student loans more than doubled—from $703 in 1979-80 to $1,543 in 1981-82—and the amount from student earnings and savings rose from $1,099 to $1,437.

The survey report said that trends in student aid "clearly show an increased reliance on self-help."

When the 1980 amendments to the Higher Education Act were passed, it said, the national goal was for students to be responsible for paying 25 per cent of the cost of their education with money from savings, work, and loans.

In 1980, the average share of the cost of education paid by a student at a private college was 31.1 per cent, according to the report, but in 1982 that share had risen to 41.4 per cent.

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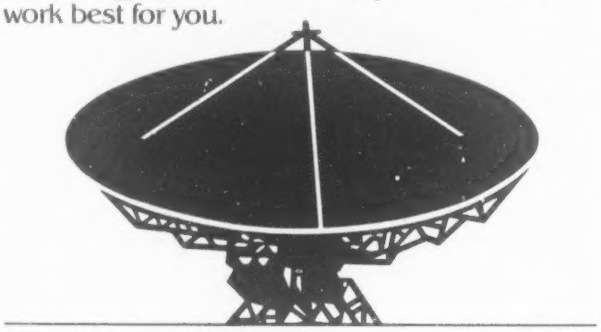

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The faculty handbook and the process by which it is revised can be critical to the success of an academic program. Join experts from the field for a working seminar that will help you examine and improve your own institution's handbook. This seminar is **especially recommended to** presidents, chief academic officers, heads of faculty senates, chairpersons and members of handbook revision committees.

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For materials and further information, write or call: American Council on Education, Attention, Leadership Seminars CH, One Dupont Circle, Washington, D.C. 20036; (202) 833-4842.

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Conference Announcement
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OCTOBER 7-9, 1982

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Mr. Earle Williams, President, BDM International, Inc., member, Virginia State Board for Community Colleges; and Chairman, Institute for Science and Technology.

Dr. Wade Gilley, Senior Vice President and Professor of Higher Education, George Mason University; former Secretary of Education for Virginia; and former President and Professor of Engineering, Bluefield State College.

Dr. Dale Parnell, President, American Association of Community and Junior Colleges; former Chancellor, San Diego Community College System.

Call for Papers

Refereed papers will be published as proceedings of the conference. Theme of papers to reflect higher education's response to high technology, bridging the gap between the high technology industry and higher education, or the impact of high technology on the curriculum and instruction. Send 50-100 word abstracts to Dr. Judy Pelham, George Mason University, Fairfax, Virginia 22030, by September 15, 1982.

Registration Information

For further information and registration packet, write or call Dr. Nancy Joyner, George Mason University, Fairfax, Virginia, 22030 (703) 323-2198.

Athletics

Sidelines

The first football game to be televised under the National Collegiate Athletic Association's new $263-million contracts with ABC and CBS will feature a university that is suing the N.C.A.A. over its exclusionary television policies.

The University of Georgia, which has charged the N.C.A.A. with violating the antitrust laws by restraining the rights of individual institutions to make their own TV deals, will take on the 1981 national champion, Clemson University, next Monday evening, Labor Day.

To get the first slot, Georgia agreed to move the date of its game with Clemson (which it may now regret, since its star tailback, Herschel Walker, is injured). And since the game is to be played at night, Georgia also agreed to spend nearly $1-million to install lights at its stadium, according to Fred Davison, the university's president.

Teams will get about $600,000 for appearances on national TV under the new contract, but Georgia and Clemson must share their earnings with other members of their conferences.

•

"I'm scared stiff we might win," said Bill Flynn, athletic director at Boston College, of his institution's opening football game this Saturday.

Boston will play Texas A&M in the Aggies' first game under Coach Jackie Sherrill, whose $287,000-a-year contract shook the sports world and academe earlier this year.

"If we win," said Flynn, "my coach, Jack Bicknell, might want to be paid as much as Sherrill."

•

The "Bear Bryant Retirement Law" is unconstitutional, an Alabama judge has ruled. The Alabama legislature, fearful that the famous football coach, now 68, would have to retire in two years under state law, passed a bill that would allow the University of Alabama's trustees to waive—in Bryant's case only—the requirement that university employees retire at 70. Such a waiver, said the judge, would be "arbitrary and capricious in every sense." The coach said he didn't want the exception. "I want to be treated like any other citizen," he said.

•

A trip to the Rose Bowl loses some of its exclusivity this year.

The University of California at Los Angeles, miffed because the Los Angeles Coliseum made special concessions to a professional football team, has moved all of its home football games to the site of the famous New Year's Day game in Pasadena. In the past, the Rose Bowl has not been used for regular-season college football games, but has been restricted to such things as championships, all-star games, and in recent years, a Sunday flea market.

•

A new version of an old joke is making the rounds. **Q:** How many college football players does it take to change a light bulb? **A:** Only one, but he gets three credits for it.

Colleges Urged to Teach Athletes, Coaches the Dangers of Drug Abuse and 'Doping'

'Drug Doping'

By KIM McDONALD

In college locker rooms across the country, otherwise healthy athletes take massive quantities of vitamins, receive hormone injections, and dose themselves with amphetamines and steroids—all in the hope of improving their athletic performance.

Although sports physicians say such "drug doping" is not as hazardous as the use of street drugs and alcohol that plagues some college teams, the use of a few of the substances is creating thorny health problems, particularly when it is condoned or encouraged by coaches and trainers.

Anabolic steroids, for example—a type of drug some athletes claim increases strength and bulk—have become increasingly popular among wrestlers, weight lifters, shot-putters, and football players, despite medical evidence that they have no effect on performance and indeed may be harmful.

Warning Issued

Five years ago, the American College of Sports Medicine issued a warning that steroids not only do not improve athletic performance, but can cause liver disorders and a decrease in sperm production and testicle size.

Yet, says David Pearson, a graduate student at Ball State University, "the use of steroids in athletic competition is certainly not decreasing, it's on the rise." Mr. Pearson surveyed 35 nationally ranked collegiate weight lifters, shot-putters, and javelin throwers last year and found that 85 per cent used steroids.

"More and more of them are talking about what they're taking," he says. "And physicians say more and more athletes are coming to them and asking for steroids."

Although athletes are typically society's models of health, the fact that they sometimes use and abuse drugs and other substances is not new. Athletes in Ancient

Continued on Following Page

BY MARLETTE FOR THE CHARLOTTE OBSERVER
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Drug Abuse

By N. SCOTT VANCE

The National Collegiate Athletic Association has urged colleges to improve drug-education programs for athletes and coaches after a survey found that athletes wanted to know more about drugs and that many coaches needed to know more about them.

The survey also indicated that about as many college athletes used drugs, including alcohol and marijuana, as did non-athletes on campuses, according to members of the N.C.A.A.'s drug-education committee, which conducted the survey and made the recommendations.

Fifty-nine per cent of the athletes surveyed rated as either "fair" or "poor" their school's effort to help them understand and prevent drug abuse. Many others, in written comments, asked for more information on drugs.

The committee surveyed 1,309 athletes, coaches, trainers, and team physicians at institutions belonging to the Big 10 conference. The survey, made in September, 1981, was limited to male athletes and coaches involved in football, swimming, track, and basketball.

Sixty-two per cent of the athletes said they drank alcohol, 20 per cent said they smoked marijuana, 16 per cent said they chewed tobacco, and 7 per cent said they used cocaine. The survey did not ask athletes to what degree they used the substances, although those who had "experimented once or twice" were not classified as "users."

Among the most surprising findings, committee members said, was that many coaches and trainers said amphetamines and anabolic steroids were "helpful" to their athletes.

"That shocked the hell out of me," said Robert Murphy, a committee member and team physician and associate professor of preventive medicine at Ohio State University. Although "there is some honest disagreement" about whether steroids enhance athletic performance, he said, "the question must be, At what price?"

Many Think Steroids 'Helpful'

Long-term effects of steroids are largely unknown and "could be quite serious," Dr. Murphy warned.

Thirty-five per cent of the 167 coaches, trainers, and physicians surveyed said steroids were "helpful" to athletic performance, and 8 per cent said amphetamines, or "uppers," were helpful. Seven of 15 swimming coaches, 8 of 18 track coaches, 8 of 21 basketball coaches, and 13 of 55 football coaches called steroids

Continued on Page 28, Column 1

Court Rejects Challenge to NCAA's Sway over TV

AUSTIN, TEXAS

A judge here has sustained the authority of the National Collegiate Athletic Association to control the television broadcasts of its member institutions' football teams.

The ruling was a defeat for the University of Texas at Austin, which had sued the N.C.A.A. for allegedly violating the institution's property rights. Judge Herman Jones, of the Travis County, Tex., district court, granted an N.C.A.A. request to have the case thrown out of court before a scheduled August 30 trial.

The judge "threw them right out on their ear," said Robert M. Roller, a lawyer for the N.C.A.A.

Judge Jones ruled that by joining the N.C.A.A., the university had agreed to allow the association to control television broadcasts of the Texas football team.

The university had asked the court to affirm its right to negotiate its own television contracts. The judge issued no written opinion in the case.

"We're extremely disappointed that the merits of the case weren't heard," said Ronald Brown, the University of Texas vice-president for student affairs. "We would feel infinitely better if there had been a full hearing, even if we would have lost."

Mr. Brown said the university had not decided whether to appeal the ruling.

The Texas lawsuit was but one facet of a conflict over whether individual institutions or the N.C.A.A. will control the televising of college football.

▶ The Universities of Georgia and Oklahoma are also in court attempting to wrest control away from the N.C.A.A. A decision in that case is expected this week.

▶ The Justice Department's antitrust division is investigating the N.C.A.A.'s television-contract arrangements.

At the N.C.A.A.'s national convention last January, the University of Texas got an order from Judge Jones stopping the delegates from voting on whether individual institutions should be allowed to negotiate their own television contracts, but N.C.A.A. lawyers persuaded another judge in the same court to lift the order.

The N.C.A.A. member institutions then voted overwhelmingly to allow the association to control the televising—and the television revenues—of their football teams.

—N. SCOTT VANCE

Drugs

Continued from Preceding Page

Greece consumed mushrooms and sesame seeds in the hope of improving their performance. In 1886, a drug overdose reportedly caused the first death in a bicycle race. In 1960, two Danish bicyclists died in the Rome Olympics as a result of overdoses of amphetamines.

While few statistics or surveys are available to prove it, many sports physicians believe, based on their own observations and on conversations with athletes, that drug use among athletes is growing.

"Just by looking at the weight-training and running magazines, you can see there are so many more people advertising products to increase your athletic performance," says David R. Lamb, director of Purdue University's exercise-physiology laboratory. "They've been increasing, so I guess the people are buying them."

Why? One reason, says Edward C. Percy, director of the sports-medicine program at the University of Arizona, is that the economic and social rewards for athletes who win are greater today than ever before. Because they are unable to face the possibility of failure—or even of placing second or third—he says athletes compromise their health (and empty their wallets) using drugs they believe will help them win.

"In our society, failure is unacceptable," Dr. Percy says. "When you see people in the stands putting a finger up in the air, they mean they want to be No. 1. It's not important to be No. 2 or No. 3."

"Everybody wants an edge on the other guy," says Clayton L. Thomas, a former member of the Olympic medical committee who is vice-president for medical affairs at Tampax Inc. and a consultant on population sciences at Harvard University's school of public health. "So if athletes want to get increased performance and they hear that a certain drug will do it, they use it."

NCAA Panel Involved

In an effort to curb that tendency, the National Collegiate Athletic Association established an internal panel last month to study drug-related problems in intercollegiate sports and to recommend ways of reducing the problem.

While the association considers the use of marijuana, tobacco, and alcohol the major drug problems among college athletes, Eric D. Zemper, its research coordinator, says it is also concerned about employing drugs to improve athletic performance. In a survey released last week, the association found that 95 per cent of the more than 1,000 varsity athletes in swimming, football, basketball, and track and field in the Big 10 who were surveyed said they had "never used drugs to attempt to improve performance."

Yet the same survey showed that 35 per cent of the coaches, trainers, and physicians who responded believed anabolic steroids helped athletic performance. Only 57 per cent believed they were harmful.

The N.C.A.A. condemns the use of nontherapeutic drugs among athletes and recommends that its members "agressively" combat the problem. But except for N.C.A.A. championship events, the association doesn't ban the drugs or administer drug tests to athletes. The N.C.A.A.'s executive committee can authorize drug tests, says Mr. Zemper, but "to my knowledge it's never been done."

Expense is the main reason for not using them. Drug tests given to 2,080 of the 7,000 competitors at the Montreal Olympics in 1976, for example, cost more than $1.6-million, even with volunteer help.

Dr. Percy, who has served on a number of Olympic and Pan American Games committees, estimates that without volunteers the cost would have reached $3-million in Montreal. A similar testing program today, he adds, would cost about $6-million—money that many countries say should be used to train athletes.

Although drug tests are designed to protect the health of athletes as well as to insure that they depend only on their innate or developed skills in competition, the tests can create legal problems for the those who administer them.

"It's darn hard," says Dr. Percy, "because the athlete is going to say, 'Look, it's my health and I should be able to do what I want with my body.'"

Despite the difficulties, Dr. Percy favors the use of drug tests in international competition and advocates using them in college sports, perhaps on a random or occasional basis to hold down the cost.

"It's expensive, but the materials [to conduct the tests] are available at any university," he says.

Allan J. Ryan, editor of *Physician and Sports Medicine* magazine, feels differently. He says he adamantly opposes drug tests because they haven't decreased drug use in competition and "will only convince athletes that what they're being banned from is going to help them."

"Drug testing [at international athletic events] has been going on for 15 years, but drug use has been increasing," he adds.

Jerome H. Patmont, team physician at the University of California at Berkeley, advocates the use of drug tests in professional sports but says they would be "a waste of money today" in collegiate play. But in the future, he says, improved laboratory techniques and "the threat of asking somebody to urinate in a bottle before a contest will be of some value to us" in controlling drug abuse.

Whether or not drug tests will help the situation, the fact is that some college athletes abuse drugs in competition. And despite the N.C.A.A.'s policies, many trainers and physicians condone the use of the drugs.

Mr. Pearson and David L. Costill, director of the human-performance laboratory at Ball State, found in their survey that 36 per cent of the college champions they surveyed had received steroids (which are legally available only by prescription) from physicians. Nine per cent had received them from pharmacists, 10 per cent from athletic trainers, and 45 per cent from other sources—veterinarians, for example, or athletes who buy steroids legally in Europe and Mexico.

Twelve of the 37 Big 10 trainers who responded to the N.C.A.A. survey said they believed anabolic steroids helped athletic performance, and 7 of the 23 team physicians agreed.

Should NCAA Do More?

What, then, can be done? Many experts on sports medicine believe that acquainting athletes and their coaches and trainers with the dubious value and health hazards of drug doping will help. In previous years, the N.C.A.A.'s drug-education committee has issued books and posters for athletes and their coaches about drug use, a practice that sports physicians say should be continued.

However many experts, including Peter Jokl, an associate clinical professor of orthopedic surgery at Yale University and the institution's team physician, believe the N.C.A.A. and its members should do more.

They should make it clear to athletes that drugs cannot be used in competitive sports and then should enforce that rule, Dr. Jokl says.

The N.C.A.A. and the colleges "ought to address themselves to the issue," says Dr. Patmont of Berkeley. "Institutions should say that athletes found using drugs will be cut from the team."

In addition, trainers and physicians who dope their athletes with drugs "ought to be disciplined by their own societies," he says.

For trainers and coaches to claim that if they don't administer the drugs, their athletes will use them unsupervised is "a cop-out," Dr. Patmont says.

"Some athletes think that if one pill is good, 100 must be better," says Dr. Thomas.

"As deliverers of health care to athletes, we should be loud and clear about what's right and what's wrong," says Dr. Patmont.

Even if the drugs did help athletic performance, he adds, "I'd still rather be third-rate than be ethically, morally, and medically wrong."

Education by team physicians may help. Dr. Jokl, for example, tells his athletes at Yale that well-documented studies show that no substance has ever been found to improve athletic performance.

"When students come to me to ask for a prescription," he says, "I tell them I'll give them a prescription if they can find one article that says it [a steriod] will help their performance." Many of them return from the library, he adds, saying they no longer want the drug after reading about the harmful side effects.

But the majority of young people, "particularly athletes, are not interested in listening," says Dr. Percy, who often lectures to students about the dangers of drugs.

"They say 'Come on, Doc, you're behind the times.'"

Dr. Thomas says curbing drug use among college athletes is crucial because many of them are models for high-school players, who are increasingly developing alcohol and drug problems.

If champions who don't use drugs would publicize that fact, says Mr. Lamb of Purdue University, it would be a great help.

"Testimonials from champions [who use drugs] is where drug use got started in the first place," he says.

The Substances Athletes Use

Following are some of the substances used by athletes to improve their performance, change their weight, or deal with the pain and pressures of athletic competition:

▶ Alcohol is used in small amounts by marksmen to steady their aim, by wrestlers as a diuretic, and by distance runners to replace carbohydrates after a long run. It is also used by athletes to reduce pain, overcome fear and pain, increase self-esteem, and relax their muscles. Even in small amounts, however, alcohol decreases coordination, reaction time, depth perception, and muscle strength.

▶ Amphetamines and other psychomotor stimulants, including cocaine and benzphetamine, reduce pain and delay exhaustion. Some athletes believe these stimulants allow them to perform at higher levels for longer periods. Others believe they make athletes more vicious. These drugs can be addictive and can cause hypertension, loss of appetite, intracranial hemorrhage, and death.

▶ Anabolic steroids, androgenic hormones, and testosterone-like synthetic drugs are used by weight throwers, body builders, swimmers, and football players to increase strength and muscle mass.

The American College of Sports Medicine says in a position paper that use of steroids neither helps nor hinders athletic performance, and most physicians questioned by *The Chronicle* agree with that assessment. However, David R. Lamb, director of the exercise-physiology laboratory at Purdue University, says about half of the well-conducted scientific studies published verify that steroids do increase strength slightly—by about eight to ten kilograms in the bench press, for example.

Mr. Lamb says that while he believes steroids may help some people and have no effect on others, "I wouldn't advise anybody to take them, because of the side effects." Those include a decrease in sperm production and in the size of testicles in men, infertility and baldness in women, liver problems, and acne.

▶ Aspirin, as well as other nonnarcotic analgesics and anti-inflammatory drugs, are used by athletes to reduce pain and to make it possible to perform with an injury. However, some of those drugs cause stomach problems, confusion, and lethargy.

▶ Caffeine has gained popularity as an easily obtained cardiac and respiratory stimulant that is claimed to increase muscle efficiency and decrease fatigue. The drug, however, can cause nervousness, insomnia, and rapid heartbeat.

▶ Nicotine, such as that obtained by chewing tobacco, is sometimes used as a stimulant, but actually decreases athletic performance.

▶ Tranquilizers and other sedatives, such as barbituates, are sometimes used to counteract nervousness before an athletic event or to promote sleep. By slowing response and reaction time, however, they increase the risk of injury. They are also addictive and can cause death.

▶ While not usually considered drugs, protein supplements and large amounts of vitamins B, C, and E are thought to promote athletic performance. Some athletes believe an excessive consumption of protein will increase strength and build muscle. However, the body does not store protein, and more energy is used to digest it than it produces. In addition, vitamins B, C, and E, according to physicians, do not improve endurance, muscle efficiency, or motor performance. —K. McD.

Sources: *Drugs and Athletic Performance*, by Melvin H. Williams, 1974; *Comments in Sports Medicine*, edited by Timothy T. Craig, American Medical Association, 1973; "Drugs in Sports," by Howard C. Mofenson and Joseph Greensher, *New York State Journal of Medicine*, January, 1980; "The Amphetamine Margin in Sports," by Victor G. Laties and Bernard Weiss, *Federation Proceedings*, October, 1981.

NCAA Makes Concessions to Football Powers

LAKE OZARK, MO.

In a concession to the big football powers, the council of the National Collegiate Athletic Association has paved the way for those institutions to have greater representation on the council and has endorsed tougher academic requirements for freshman athletes.

The council, meeting here, also set the stage for increasing financial aid to student athletes and recommended barring people not employed by the colleges, including alumni, from recruiting activities.

The council's decisions are not binding, but will be considered by N.C.A.A. members at the association's national convention in January. In the past, the N.C.A.A. membership has approved most recommendations by the council.

The council adopted a plan to enlarge its membership from 20 to 44, and guaranteed Division I institutions 22 council seats. Division II and Division III institutions each would have 11 seats. Division I institutions now have 10 seats and Division II and Division III institutions each have 5.

Under the new plan, each division would elect its own council members. All N.C.A.A. members now may vote on candidates for the council from all divisions.

Response to Complaints

The restructuring of the council is a concession to top football powers, 62 of which are allied as the College Football Association.

The C.F.A. members have complained that Division II and Division III institutions, which have different needs and problems, have exerted too much control within the N.C.A.A. C.F.A. institutions have also complained that they are underrepresented on the N.C.A.A. council.

The council voted to "support in principle" tougher academic requirements for freshman athletes, a position favored by the College Football Association. The N.C.A.A. staff will draft a number of proposals to tighten those requirements, including one that would raise the 2.0 high-school-grade average that athletes must now have to play sports in their freshman year. It will also draft a proposal to raise the amount of financial aid that may be awarded to student athletes. —N. SCOTT VANCE

26 University Presidents to Probe Sports Abuses

By MALCOLM G. SCULLY

WASHINGTON

A committee of 26 college and university presidents has been established by the American Council on Education to seek quick and specific solutions to abuses in intercollegiate athletics.

Derek C. Bok, president of Harvard University and 1981-82 chairman of the council, will head the committee.

It will hold its first meeting on September 26 and hopes to have proposals for reforms in such areas as recruiting and academic eligibility for consideration at next January's meeting of the National Collegiate Athletic Association.

"Recent charges involving illegal payments to student athletes, transcript manipulations, and other alleged abuses are injuring the reputations of some of the nation's finest institutions," said Jack W. Peltason, president of the council.

The group will include only college and university presidents and will, according to one member, continue to work until it feels that substantive changes have been made to improve campus practices.

The creation of the council's committee comes at a time when the N.C.A.A. also has set up a special committee on abuses in intercollegiate athletics.

Unlike the council's committee, the 16-member N.C.A.A. panel includes athletic directors and coaches as well as presidents.

"It's fair to say that there are a lot of chief executives who feel that you can't leave all athletic matters to the N.C.A.A.," said Robert H. Atwell, vice-president of the council.

While members of the committee said it was too early to specify what kinds of recommendations it would make, several suggested that it would re-examine, among other things, the question of whether freshmen should be eligible to take part in intercollegiate competition.

Following are the names of the members of the American Council's committee.

Derek C. Bok, Harvard U., *chairman.*
Thomas G. Carpenter, Memphis State U.
Fred C. Davison, U. of Georgia.
Edward Foote, U. of Miami.
William C. Friday, U. of North Carolina.
David P. Gardner, U. of Utah.
William P. Gerberding, U. of Washington.
Sheldon Hackney, U. of Pennsylvania.
Edward H. Jennings, Ohio State U.
Donald Kennedy, Stanford U.
Cecil Mackey, Michigan State U.
J. Donald Monan, Boston College.
John W. Oswald, Pennsylvania State U.
Wesley W. Posvar, U. of Pittsburgh.
Ronald W. Roskens, U. of Nebraska.
John W. Ryan, Indiana U.
James R. Scales, Wake Forest U.
Harold T. Shapiro, U. of Michigan.
L. Donald Shields, Southern Methodist U.
Otis A. Singletary, U. of Kentucky.
Bernard F. Sliger, Florida State U.
Howard R. Swearer, Brown U.
Joab L. Thomas, U. of Alabama at Tuscaloosa.
Barbara S. Uehling, U. of Missouri at Columbia.
Charles E. Young, U. of California at Los Angeles.
James H. Zumberge, U. of Southern California.

Sports Notes

Ga. Supreme Court to Rule in Cable-Television Suit

The Georgia State Supreme Court is expected to decide this week whether the Turner Broadcasting System, a cable-television network, may telecast 19 college football games this fall to Atlanta viewers.

ABC television has sued the National Collegiate Athletic Association, contending Turner Broadcasting's plans to televise the games violate ABC's contract with the N.C.A.A. ABC and CBS have contracts with the N.C.A.A. guaranteeing them exclusive rights to noncable telecasts of college football.

Turner Broadcasting has a contract with the N.C.A.A. to televise football games over its cable network, but to do that, it plans to telecast the games from Atlanta to its cable satellite. Such a procedure would allow Atlantans, even those without cable, to receive the games.

Former Grambling Coach Sues for $1-Million

Nathaniel C. Perry, a former track coach at Grambling University, has sued that institution for $1-million, claiming he was fired for trying to save Grambling from possible trouble with the National Collegiate Athletic Association.

Mr. Perry says he lost his job because he angered Edward Robinson, the athletic director and football coach, by questioning him about an athlete on a track scholarship who was trying out for the football team.

According to his lawyer, Mr. Perry was concerned that allowing the athlete to take part in the spring football audition violated the N.C.A.A.'s rule allowing only 30 holders of athletic scholarships to participate in football.

Mr. Robinson said Mr. Perry had been fired for "lack of progress" in the track program and that the N.C.A.A. had since confirmed that the tryout did not violate the rules.

Judge Appointed, Date Set in AIAW Lawsuit

A new judge has been appointed and a new trial date set for the Association for Intercollegiate Athletics for Women's lawsuit against the National Collegiate Athletic Association.

Judge Thomas P. Jackson, who was appointed in May to the U.S. District Court for the District of Columbia, was given the suit as part of his initial caseload. He moved the trial date from August 25 to October 18.

The A.I.A.W., which will not operate this year, charges the N.C.A.A. with using money and influence from its men's sports programs to lure institutions away from the A.I.A.W. The N.C.A.A. argues that the women's association is the would-be monopolist, trying to prevent the N.C.A.A from entering the governance of women's sports.

People

Merrily Dean Baker, associate director of athletics at Princeton U., to director of women's athletics at U. of Minnesota at Minneapolis.
Edward E. Bozik, assistant chancellor at U. of Pittsburgh, to director of athletics.
John Chaney, basketball coach at Cheyney State College, to basketball coach at Temple U.
Cedric Dempsey, athletic director at U. of Houston, to athletic director at U. of Arizona.
Don DiJulia, former athletic director at St. Joseph's U., to commissioner of East Coast Conference.
Sharon Holmberg, director of women's athletics at Simpson College (Iowa), to executive director of the Mountain West Athletic Conference.

This announcement appears as a matter of record only.

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NCAA Recommendations

MISSION, KAN.

Following are the recommendations of the Drug Education Committee of the National Collegiate Athletic Association concerning drug-education programs for athletes.

The N.C.A.A. Drug Education Committee strongly urges athletic departments at all member institutions to implement the following minimal elements of a drug-education program for their student athletes:

1

Schedule at the beginning of each school year a course of drug and alcohol awareness for all men and women athletes.

Rather than trying to develop their own programs, it is suggested that each institution utilize the resources and expertise already available in most communities. These programs should be aimed particularly at the new student athlete and should emphasize the deleterious effects of drugs on athletic performance as well as on other aspects of life. If possible, a former athlete who has had a drug problem should be used for maximum impact.

It is also suggested that a minimum of three sessions be scheduled: one dealing with alcohol; a second with other drugs; and a third with the legal aspects of drug use, and any other problems reasonably unique to the student athlete that the institution might wish to cover (*e.g.*, gambling).

2

Each member institution should develop and have in place a plan for treatment of student athletes with drug or alcohol-related problems.

Such plans should utilize treatment centers and programs available in the local community, and should emphasize rehabilitation rather than punishment. It is obviously more prudent to have such a plan in place before rather than after a problem develops.

3

Coaches should become more aware of potential drug-related problems in student athletes, and specifically should be an available source of support if a student athlete does develop a drug- or alcohol-related problem.

4

In relation to recommendation No. 3, the athletic department at each member institution should schedule training sessions for all coaches, trainers, and team physicians to present information on how to recognize and handle drug- and alcohol-related problems.

Percentage of Big 10 Athletes Who Use Drugs

	First-year students	Upper-classmen	By sport Football	Track	Swimming	Basketball
Illegal substances						
Heroin	0.0%	0.2%	0.0%	1.0%	0.0%	0.0%
LSD-PCP	0.0%	1.5%	1.0%	1.0%	3.0%	0.0%
Downers (Quaaludes)	1.0%	3.0%	2.0%	2.0%	3.0%	1.0%
Amphetamines	3.0%	6.0%	6.0%	3.0%	5.0%	4.0%
Cocaine	2.0%	7.0%	7.0%	4.0%	5.0%	4.0%
Marijuana	13.0%	22.0%	22.0%	16.0%	19.0%	10.0%
Controlled substances						
Anabolic steroids	1.0%	2.0%	2.0%	3.0%	1.0%	1.0%
Other substances						
Alcohol	60.0%	65.0%	63.0%	62.0%	72.0%	42.0%
Smokeless tobacco	15.0%	18.0%	20.0%	5.0%	11.0%	9.0%
Cigarettes	1.0%	2.0%	1.0%	2.0%	3.0%	0.0%

SOURCE: NATIONAL COLLEGIATE ATHLETIC ASSOCIATION

Drug-Education Programs Urged

Continued from Page 25

helpful; 12 of 37 trainers said they were helpful, and 7 of 23 team physicians agreed.

Those findings, said Eric Zemper, the N.C.A.A.'s research director and a member of the panel, were partly responsible for the committee's recommending drug-training sessions for coaches, trainers, and team physicians, as well as for athletes. "We've got to educate the educators," he said.

The committee recommended a four-point drug-education and treatment program for its member institutions.

"Education is the only way we can combat drug abuse," said the committee's chairman, Carl Blyth, professor of physical education at the University of North Carolina at Chapel Hill. Athletes must learn that "there's no rhyme or reason to spending hours building up your body and then tearing it down" with drugs, he said.

The committee designated alcohol use the "primary problem" to be addressed by institutions, Mr. Zemper said, largely because there is little information on the subject available to student athletes. The survey provided no indication of how many alcohol users were also abusers.

While panel members stressed the importance of using outside experts in the educational programs, of equal importance, they said, is the direct and visible involvement of coaches in the programs. "It was very clear from the students' responses that they want the involvement of the head coach," Dr. Murphy said. "They would say things like, 'I want to know how the coach feels about all this. I want him to tell me.' "

Tests Called a Mistake

While acknowledging drug use as a serious problem, Dr. Murphy and Mr. Blyth said testing athletes for traces of drugs would be a mistake.

"Test results aren't always correct, they're very expensive, and they're degrading," Dr. Murphy said. When a coach or trainer "turns to them and says, 'I want to check a urine sample,' it destroys the relationship" between the official and the athlete, he said.

Coaches, physicians, and trainers view drug use as a more serious problem than do student athletes, the survey indicated. Sixty per cent of the athletes surveyed said drug use was "not a problem," while only 28 per cent of the university officials agreed with them. Fifty seven per cent of the officials called drug use a "slight problem" and 15 per cent called it a "growing problem."

That difference in perception may exist because students know drug use is waning, according to Alan Ryan, editor of *Physician and Sports Medicine* magazine. He was not affiliated with the N.C.A.A. committee.

"The big wave of drug use by college athletes has reached its peak and is passing over. The students see that, but the coaches and physicians are less aware of the current trend," said Dr. Ryan, who was team physician at the University of Wisconsin at Madison for 11 years.

Dr. Ryan approved of the committee's recommendations and agreed with the survey's finding that the rate of drug use among student athletes was generally the same as the rate among all college students.

Committee members said they were surprised by the proportion of students—18 per cent—who said they used smokeless, or chewing, tobacco.

"The assumption seems to be that it's a safe alternative to cigarettes, but it isn't," Mr. Zemper said. "They're just trading lung cancer for oral or throat cancer."

Dr. Murphy said he was "pleasantly surprised" that the survey showed a low rate of hard drug use among athletes.

"Everybody's making generalizations," he said. "They say, 'The pros, the college kids, the high-school kids are all on cocaine and other drugs.' The survey shows it's just not true."

Athletes Can Get Drug Counseling

MADISON, WIS.

A number of colleges and universities offer their student athletes counseling on drug use. Some run their own programs and others contract with outside professionals.

Ronald Heitzinger and his brother Donald have been providing drug-education services to the University of Wisconsin at Madison and, starting this fall, will do the same for Beloit College and the University of Iowa. They also provide drug counseling to six professional football teams.

The colleges pay the Heitzingers to hold two-hour "prevention sessions" with student athletes and to train a "core team" of university officials to continue an assistance program throughout the year. The students are given basic information about drug abuse and are told that they can go to any member of the core team for help if they have or develop a drug problem.

"In our first year at Wisconsin," Donald Heitzinger said, "there were 57 referrals to the core team. Twenty-seven of those were self-referrals and 25 were referred by coaches." The eight-to-nine-member core team is made up of faculty advisers, team physicians, trainers, and coaches.

"Once the coaches saw who we were and what we were doing, they would refer students" to the core team, Donald Heitzinger said.

—N.S.V.

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